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Economics and Research Branch

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(Continued on inside back cov

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er photograph

Montreal, at Canada's first fully inte-ed container shipping terminal, a n-button-operated crane removes ainers from the ship's hold and places n on the dock where they are picked y straddle carriers. See p. 206.

courtesy Furness Withy & Co. Ltd.

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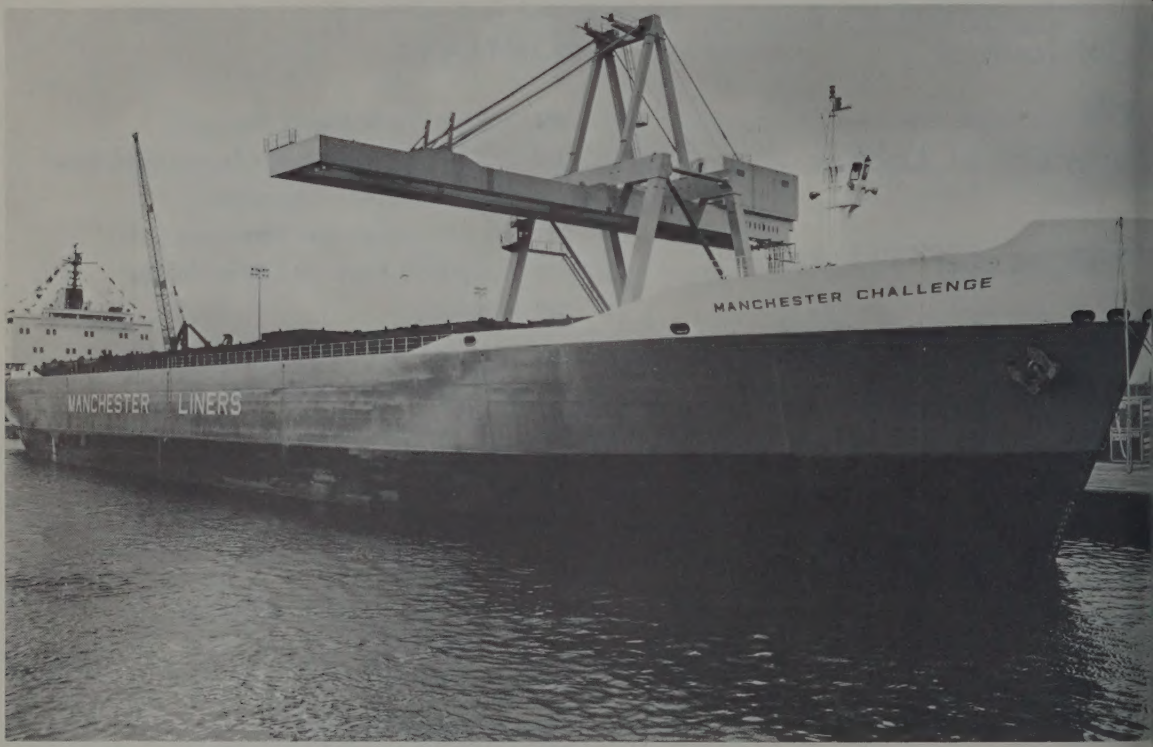
Reshaping the Port of Montrea



The *Manchester Challenge*, the first of three ships that will provide a weekly container service across the Atlantic. The ship holds 452 containers below deck, each container holding 20 tons of carg

Photo courtesy Furness Withy & Co

The Port of Montreal has no more of a monopoly than any other, sa Laurent A. Picard, Commissioner of the federal Inquiry Commission on th St. Lawrence Ports. The Port competes with the other ports along the S Lawrence, in the Great Lakes and, to a lesser extent, with the American ar Canadian ports on the Atlantic seaboard. Because the Port of Montreal mu compete with certain American ports, any weakening of its competitive p sition may spell a decreased activity of Canadian ports to the advantage American ports. "This obviously constitutes a national problem."

HE Port of Montreal, more so than other St. Lawrence River ports, has en hit hard by a number of industrial ations disputes in recent years as the terfront workers look with apprehen- n to future developments at the Port. e big strike of 4,250 longshoremen, mbers of the International Longshore- n's Association, at the ports of Mont- l, Trois Rivières and Quebec for five eks in the spring of 1966 against the pping Federation of Canada, Inc., ralyzed the movement of ocean-going sels in the three ports. The strike began egedly over the parking of longshore- n's cars. The terms of settlement, wever, dealt principally with methods of reasing productivity in return for wage reases (L. G. 1966, p. 497).

Mediator Judge René Lippé, in his ort on the settlement of the strike, ommended that an industrial inquiry nmission be set up by the Minister of bour to investigate methods affecting oductivity and job security, including size of work gangs, which had been a tentious issue during the negotiations, l that these matters should be subjects inclusion in forthcoming contracts.

e report of the Inquiry Commission on St. Lawrence Ports (L. G., Jan. 1968, 2), headed by Dr. L. A. Picard, was de binding by the provisions of the St. wrence Ports Working Conditions Act, 6. The report was not initially accepted the union, and its appeal to the Quebec urt of Queen's Bench over the decision the Superior Court to dismiss the on's petition to discontinue the Picard nmission failed (L. G., Aug. 1968, 84).

A second commission to inquire into rtain causes of labour unrest existing he ports of Montreal, Trois Rivières Quebec," conducted by Mr. Justice hur I. Smith of the Quebec Superior urt, was appointed by the Minister of bour in February 1968. The report has yet been completed. A committee, ired by Maxwell Cohen, Q.C., ap- nted by the Minister of Manpower Immigration, looked into the un- ding of grain at the Port of Montreal employees of the National Harbours rd, and considered problems related ob security and the size of work gangs ing from technological change.

he main issues and problems facing Port concern the deployment of men, size of work gangs, job security, ty and improved working conditions. Port is under considerable pressure to reduce the size of work gangs because of the increasing use of more sophisticated automated devices for loading and unloading. The experiences of other North American ports — and indeed the world over — indicate that changes in these and other conditions in the Port of Montreal are forthcoming within the next 10 years.

A tentative forecast for the Port of Montreal may be based on the experience of the West Coast.

The problems connected with the introduction of new methods and reduction of work gangs were examined by the Industrial Relations Centre of McGill University in December 1968. At a one-day seminar, labour, management and government representatives discussed "The Montreal Harbour — Ten Years Hence." The collective bargaining negotiations then under way between the Shipping Federation of Canada, Inc., and the ILA put a damper on the free flow of discussions. But in spite of the hesitancy to bring ideas into the open, several speakers, under the chairmanship of Associate Chief Judge Alan B. Gold, of the Quebec Provincial Court, discussed the major problems to be faced and the ways in which they were being met at other major ports.

The main paper presented at the seminar was written by Paul T. Hartman, Associate Professor of the Department of Economics and Institute of Labor and Industrial Relations, University of Illinois. Technical change will remake the structure of the industry, he predicted. "The economies of containerization push the firms toward close ties with, if not complete integration of ships, waterfront facilities, trucking lines and even rail lines." Montreal harbour cannot escape the impact of technological change on methods of handling cargo, although Prof. Hartman suggested that it would be one of the important ports on the Atlantic coast to make a successful adaptation to the changes. The threat facing all the Atlantic ports, he warned, stems from the possibility of just one port relaxing its conventional break-bulk or multiple-handling methods. "It is true that if any port in the North Atlantic range will handle containers without stripping and reloading, then the principal effect of local resistance in the other ports would be to divert a large part of the general cargo trade to the permissive port."

The Pacific ports, manned by members of the International Longshoremen's and Warehousemen's Union, in 1960 began adjusting their labour agreements to allow for more mechanization and modernization, and also for the handling of containerized cargoes. This development could provide a tentative forecast of the coming situation in Montreal harbour.

Prof. Hartman examined the changes in work methods at the Pacific coast ports and the size of the gangs used in loading and unloading since 1960, at which time the modernization and mechanization agreement eliminated or drastically modified the rigid handling rules, whereby gangs of 12 men were used to do the work of three. Productivity has gone up every year since the changes were made. By 1964, productivity was 30 per cent above the 1960 level; by 1965, it was 40 per cent higher; and 1967 estimates indicate a possible increase of 60 per cent. Although wages and other payroll costs are sharply higher than in 1960, labour costs a ton have not increased at all during this period. Improvements in cargo handling have been so great that general cargo freight rates have declined on the average by 10 to 20 per cent since 1960, compared with a 10- to 20-per-cent rise elsewhere.

If the volume of trade remains constant, the size of the workforce, or average hours worked, will shrink. To prepare for this event, the union and employers on the Pacific Coast closed the registration lists and allowed workforce attrition to reduce the employment lists. In addition, employers encouraged early retirement by providing bonuses of almost $8,000 payable in a lump sum or monthly over a three-year period. By mid-1966, the amount of the retiring bonus was increased to $13,000, payable in a lump sum or over 4 or 5 years. Retirements and deaths had removed nearly 3,500 longshoremen and clerks — almost one quarter of the 1960 workforce — from the registration lists. The effects of attrition start slowly at first, then build up rapidly as time passes. Fortunately, the productivity effects of technical and rules changes behave the same way. The growth of trade and rapid attrition of the work force led to early and recurring labour shortages in the Pacific ports. The wage guarantee fund established to deal with the unemployment feared by the parties was

Containers are moved from dockside to a CN flatcar for shipment by land. The overhead lift truck moves and stacks containers not fitted with fork lift pockets.

CNR

never used, and was dropped from the 1966 contract.

Additional problems arising from technological change deal with jurisdiction training and steady employment of men by a single company. Union and management on the Pacific coast have agreed that the union does retain jurisdiction over loading and unloading containers when it is done at a waterfront terminal. What is not agreed on as yet is whether or not the workers must be longshoremen, and whether or not they must be steady men employed by one given employer. In practice, the men are becoming permanent employees of one given employer, although the union has not yet formally conceded its contractual rights to assign these men to jobs through the dispatch hall. Shape-up or hiring hall, manning and work rules — all could become meaningless, Prof. Hartman predicted. Grievance procedures and arbitration have replaced the older, rigid rules as devices to resolve conflicts over reasonable effort or workloads, safety and similar issues. He pointed out that grievance and arbitration rates on the Pacific Coast have increased five-fold and more over the pre-1960 rates.

Prof. Hartman continued: "In Pacific ports, the elimination of multiple handling began to show results quickly; but several years were needed before shippers fully adjusted by shifting to prepalletized and other unitized loads. The elimination of redundant manning on bulk and special operations was not fully implemented until five years later. Containerization similarly is following a growth curve of relatively slow increase at first, then rising more rapidly. Container tonnage on the Pacific Coast grew slowly from 290,000 tons in 1960 to 400,000 tons in 1962. It increased to over one million tons in 1964 and 1965 as the Alaska and Hawaii trades neared full containerization and the intercoastal trade was added. Continued growth in domestic trade, and the addition of containerized military routes to the Far East, pushed the total over two million tons by 1967. Further growth and extension of container service to Japan will very likely more than double the Pacific Coast containerized tonnage by 1969 or 1970.

"Some firms, and even more likely, the union locals may not like the prospects before them. The old and familiar ways of working and doing business are comfortable. More serious, many firms with relatively new fleets, or operating along low-density, far-flung trade routes, or without access to capital, and of course, stevedoring contractors, have a stake in the present technology and methods. Many waterfront union members and their leaders prefer the current methods because their jobs or their prestige are involved. The possibility must be considered that these firms or unions, or both together, may stop technical change. On this issue, the union is more import than the reluctant firms. If the uni concedes, then the firms must go along, exist only in specialized trades or rout if they survive at all."

Perhaps the ILWU could have resis technical change on the Pacific waterfro but indications show that this wo probably have failed, Prof. Hartm suggested. "Multiple handling had b relaxed sufficiently, in San Francisco, example, to permit unitized loads to handled with only "skimming" — moving enough pieces to bring the lo within the contractual sling load lim rather than complete rebuilding. Sm containers were permitted to cross docks without stripping and reloading San Francisco and Seattle."

"Where wage rates are ve high, the mechanized oper tion is still less costly ev when flagrantly overmann than the piece - by - pie methods."

Turning to the Atlantic coast prospe Prof. Hartman suggested that the IL which mans all of the Atlantic and G Coast ports, could try to hold firm on rules for double-handling of goods containerized cargoes. He saw the rec negotiations between the ILA and

ew York Shipping Association as evi-
nce of their intent to do this. "What-
er the intent," be continued, "the
entual outcome most likely will be that
ntainers will be accepted without double
ndling. There are now a sufficient
mber of large firms so committed to
ntainers that they are unlikely to yield
ily. Once permitted on the docks,
ntainers will prevail despite manning
uirements. A container ship is able to
d or discharge its 7,000 to 12,000 tons
one tenth or even smaller fractions of
time required by break-bulk methods,
matter how many redundant men may
standing around. Where wage rates are
y high, the mechanized operation is
l less costly even when flagrantly over-
nned than the piece-by-piece methods."

n the discussion period following the
sentation of Prof. Hartman's paper,
n. Bryce Mackasey, federal Minister
Labour, emphasized the need of a more
mplete research staff to assist in the
rk of federal conciliation services, and
inclusion on staff of management and
nciliation experts whom both labour
d management can trust. The main
oblem facing the port, said Mr.
ackasey, is that, if foreign shipowners
't get lower handling rates in Canada,
y won't be persuaded to come here,
d in order to maintain the flow of
siness through the Montreal port,
our and management must learn to
y or hang together. The future of the
rt of Montreal depends, therefore,
on the number of contracts to handle
goes through the port, and this will
uire fair play and understanding be-
een the work force and management if
volume of business is to be maintained,
said.

Many of the delegates to the McGill
minar were concerned about the possi-
ity that foreign shipping companies
uld be unwilling to take the risk of
epting contracts to load and unload
the Port of Montreal if there were the
eat of a major peak-season work
ppage that could tie up their cargoes.

Taking up the argument in the ensuing
nel discussion, Alec G. Pathy, Federal
mmerce and Navigation Company,
o represented management's view-
nt, warned that in spite of optimism
out the future of Montreal harbour,
siness is by-passing the city because of
rising costs and is moving to other
ts. Managements are unable to speak
h one voice, and there is no single
icy to effectively administer the collec-
agreement. A board of directors for a
ritime Employers' Association com-
ing the stevedoring companies and
Shipping Federation has been set up.
he establishment of an employers'
sociation," Mr. Pathy said, "will not, in itself, solve all the problems on the waterfront, but it will be the medium through which management will be able to talk effectively with labour." Mr. Pathy called for better communication between labour and management; in spite of certain natural conflicts of interest, the common interests must be brought out through collective bargaining to find a solution — which would be better than third-party intervention on the part of the Government. Direct negotiations, he said, are better handled through the representatives themselves, rather than through lawyers who are not involved as bargainers. And once agreement is reached, the parties must stick to it.

Speaking for the union point of view, Philip Cutler, Q.C., observed that, in his opinion, as long as longshoremen and others employed at the waterfront remain in a position of casual labour, profound conflicts could not be resolved. "So long as longshoremen equate increased productivity with decreased job opportunity, there can be no real improvement in industrial relations on the waterfront." To overcome this problem, Mr. Cutler called for long-range planning and an immediate cushion to lessen the effect of reduced job opportunity in the short run.

"For too long", he said, "waterfront problems have remained unsolved because in part, keeping longshore work on the basis of casual labour was regarded as a sacred cow. Shipping enterprise interests, government authorities and even union leaders assumed that the need for a predetermined shipping cost to the shipper ruled out guaranteed employment on the waterfront."

The inconsistency about pre-determined shipping cost is that included in it are provisions to cover such unpredictable events as fog, water level, fire hazard, and collision at sea — but no provision about a guaranteed salary for shore gangs. "Yet longshore work remained on a casual basis with a stubbornness that gives great significance to the breakthrough brought about by the Picard Report."

Hon. J. W. Pickersgill, President of the Canadian Transport Commission, told delegates that, with the advent of containerization, "shipping companies may decide it will be more profitable to turn their ships around at Montreal or other Eastern ports — as Canadian Pacific has announced it intends to do at Quebec — rather than risk delays and reduce speeds in the Seaway." Mr. Pickersgill predicted that, in the future, the St. Lawrence Seaway would not become obsolete, but that ships would be carrying more bulk commodities than general cargo.

But the speaker cautioned against overdevelopment of container facilities. To make a container system pay, there must be heavy utilization. For example, he explained that only nine container berths are needed in Britain if they are fully utilized. "Our slower development of container facilities in Canada may, therefore, prove to be a blessing in disguise in helping us to avoid wasteful development, in too many ports, of a capacity that might be under-employed," Mr. Pickersgill said.

Canada, he noted, enjoys a geographical advantage in attracting container traffic destined for Asia. "The share of this traffic that comes to Canada will depend largely on our initiative and our efficiency — in other words, on our economic competitiveness."

Containerization is revolutionizing shipping throughout the world. Is Canada ready for it? Can labour accept it?

It's only a rectangular box, but it's causing labour unrest, rivalry between nations and fights between cities. Workers are afraid that, because of the box, they'll lose their jobs. Canada wants to become a land bridge to the far east, while the U.S. is building facilities that would cut Canada out of the market. Saint John, N.B., lost out to Halifax over a container port, and Halifax will fight with Montreal and Quebec City to get the bulk of container cargo coming into eastern Canada.

In the long run, shipping may cost less if docking facilities are built and satisfactory agreements between dockworkers and shipping companies can be reached. The Maritime Transport Committee of the Organization for Economic Cooperation and Development has estimated in its 1964 annual report that, "in many cases, about 50 per cent of a ship's operating costs are incurred in port . . . it cannot be too often stressed that, unless port improvements go hand in hand with technical improvements in ships, the cost of sea transport cannot materially fall — and indeed may rise in some trades."

Essentially, the box, the container, is a demountable truck trailer that can be moved by sea, rail, highway and air in a single voyage. It's usually built of plywood, or aluminum lined with fiberglass or polyurethane, and waterproofed. The box is usually eight feet wide and eight feet high. It can be 10, 20, 30 or 40 feet long, depending on its contents.

Because the box is of a standard size and shape, a ship's cargo space can be filled, cargo secured and unloaded rapidly, thus saving turnaround expenses. And

since trains and trucks already have facilities for moving a big box faster than a lot of small boxes, the advantages extend to land transportation. Another advantage is that, in theory, there should be less damage in transit and less pilferage during loading and unloading, thereby reducing insurance costs.

But the most important factor is the saving in operation. A ship built for containerization can be loaded or unloaded with one third the longshoremen needed for a regular ship. If port facilities are fully integrated into the system, a 20-ton container can be transferred between the dock and the ship's hold every 3½ minutes. But if port facilities are not satisfactory, time savings are lost, the risk of handling increases, and costs for the shipper go up.

The shipper must also integrate his packaging and shipping system into the whole setup. If his packages leave empty spaces in the standard-size container, his costs go up and the threat of damage increases. The container also confuses the issue of responsibility for damage.

Another problem in containerization that relates especially to Canada is the type of trade. Most of the commodities that Canada sells to Europe are in bulk. At the end of their trip, the container cannot be thrown away — it has to be returned or made available to another user. There is work being done now on building a collapsible box that could solve this problem. Bulk cargoes can be put in containers but it involves more handling and more expense. To get the full benefit of the system, Canadian shippers and carriers will have to find ways of making full use of the containers.

Costs are another factor — just getting ready to handle the container. Special container ships with interior cells into which containers are locked can cost almost twice as much as a regular cargo ship. Each berth space for a container ship can cost about $5 million. But port managers are hurrying to convert their facilities to attract container vessels. The revolution in shipping may have such far-reaching effects that the Panama and Suez canals may eventually be useless. This will come about partly by using North America as a land bridge. Ships from Japan would deliver containers to a west coast port, they'd be loaded onto railroad flatcars and then reloaded onto ships on the east coast for the voyage to Europe. This is already being done on a small scale, and the time saving over the all-sea route is from 10 to 16 days.

But here's the biggest problem — labour. Containerization will probably cut down on the work force needed at t docks if it is to be a profitable ventu The International Longshoremen's Ass ciation estimates that with containeri tion, the work force in the Port of N York will be reduced to 12,000 men fr the present 21,000. The work force in N York has already dropped by 4,000 sin the last contract was signed.

Dockworkers don't see the big box a good revolution, to some it is a "coffi They are afraid that their jobs will eliminated. The seriousness of the p blem is shown by the recent ILA strike the United States. Employers have offe the most liberal wages in the history the industry, but the deadlock went for weeks.

The unions have tried to soften impact of containerization on work with demands for stuffing and stripp containers on the docks as well as mands for annual pay guarantees t would be similar in all ports. One ten tive agreement with the ILA wo guarantee dock workers 2,080 hours w in the Port of New York, an incre from the present 1,600-hour guarant

If this agreement were ratified, the un would have the right to have its m unload and reload containers brought ships in the New York port area, exc for containers brought within a 50-m

NFB photo

Yesterday: 16 men and 10 days . . .

CNR

Today: push buttons and two days.

Containers unloaded in Toronto await transfer to trucks and trains. Toronto hopes to have a new $1-million facility for containers ready by this summer.

Photo courtesy Port of Toronto

dius of the port and belonging to New ork Shipping Association members.

Canada saw how the new system work- in November when the first container rt facilities were unveiled in Montreal. ie terminal is operated by Furness ithy & Co. Ltd. The *Manchester allenge* was unloaded by about 10 men io pushed buttons, talked on walkie- kies and drove huge spider-like vehicles. oading and unloading of the ship is rried out by an electric gantry crane that ns in on rails along the pier beside the ip. The crane is 140 feet tall and is ided by men on the deck using two-way dios. No manual contact with the ntainer is needed.

The 452 containers in the ship can each ld 20 tons of cargo, and the system quires only two days in port to load and load, compared with 10 days from many rmal ships. Under an agreement with NR, the containers were then transferred flat cars and about 200 were sent to oronto. CN was charging $75 per con- ner for the trip to Toronto, but if the lume rises, costs can go down to $60 r container.

Will labour problems over the con- ner spread to Canada? Perhaps, unless solution is found elsewhere that could applied to Canada. Another possible oblem is the jurisdictional rights of ions. The container often can be sily picked up directly from dockside d deposited on a flatcar or a truck iler, thereby cutting out one full eration. In some cases, the problem has been resolved in favour of the steve- doring company.

At the moment, Canada has only one fully integrated container system but there are plans for several others. In Vancouver, the National Harbours Board has ordered the installation of a crane for unloading container ships, but Seattle, just a few miles away, already has two such cranes and has attracted cargo that would other- wise have gone through Vancouver. But the eventual development of the Roberts Bank port south of Vancouver will complement existing facilities.

On the East Coast, a three-partner ship- ping consortium has chosen Halifax for its terminal. Clark Traffic Service Ltd. of Montreal, and Bristol City Line of Bristol, England, and Compagnie Maritime Belges of Antwerp form the consortium. A freight-liner service will start the middle of this year, and it will be expanded with the introduction of the first of three con- tainer ships next year. In other develop- ments at the Port of Halifax, tenders are being called for the second phase of a $10-million container terminal, and the Nova Scotia Government is planning a Crown corporation to encourage the flow of traffic in containers through the port of Halifax.

By this summer, Toronto hopes to have a freight terminal and backup dock area ready to handle containers. Toronto went ahead with its plans after European forwarders indicated a need for such a terminal and service.

Canadian Pacific is spending about $31 million to establish a complete con- tainer shipping service linking Quebec City, London and Rotterdam. CP is chartering two container ships and has three on order and will spend about $5 million for rail container flatcars and for the installation of terminal handling equipment and trackage at Quebec City. Sabb Inc. of Quebec City began equipping two piers in the city's port for container ships last year, and plans to spend more this year for a gantry crane, a truck- mounted crane, fork-lift trucks and other stevedoring equipment.

The first step in developing the land bridge is complete with these projects. The rest could take several years, but both CN and CP have made agreements to haul container cargo into the rich Ontario and Midwest U.S. regions.

The deadline for settlement of a collective agreement in the Montreal longshoring industry was reached last month. Stability in the Port's business depends upon the degree to which the two parties reach accord.

The bargaining sessions for the 1969 shipping season were conducted with the aid of a conciliation board under the chair- manship of Associate Chief Judge Alan B. Gold of the Quebec Provincial Court.

His mandate for the longshoring industry, which ended in March, was given a year ago (L. G., June 1968, p. 332) by the Minister of Labour at the request of the parties to render preliminary decisions that bind employers and the union concerning monetary and other issues, and the interpretation and application of the conclusions of the Picard Report. Under this mandate, a wage increase of 9.3 per cent was awarded to the longshoremen during the 1968 season.

Although no collective agreement was signed between the parties for the 1968 season, certain terms of settlement were arrived at under Judge Gold. In addition, Judge Gold was charged to aid in reaching agreement for the 1969 season. The mandate was given following a breakdown of negotiations in January 1968 and the failure of the parties to reach agreement under a conciliation officer, C. E. Poirier of Montreal. The union negotiating position was based on contract demands for guaranteed income and pay under a security plan. During the past year, the workmen have been operating on a guaranteed workweek of 35 hours for which they get a basic wage rate if they work below this. To qualify for the provisions of the security plan, the workers must work a sufficient number of hours or accept at least 20 per cent of the work calls; those who do not are not qualified to continue for the following year. The ILA objective is to keep the port properly manned by ILA labour and to ensure that no changes should take place without looking after the interests of longshoremen. Efforts are made to rotate the men in order to share the work as far as possible. A central dispatching centre for longshoremen, which allocates work in compliance with the rotation scheme set out by the Picard Report, is run in Montreal by the Shipping Federation of Canada, Inc. It allows those men not included in the basic gangs to present themselves for assignment in order to qualify for their job security guarantee. The dispatch centre was set up by an award of Judge Gold. The period over which the men must work to qualify for the job security plan is 37 weeks. The Montreal Shipping season runs from April 1 to December 21 in a typical year.

The union is asking for a shift system, rather than the call system as presently used. The 96 official gangs operating in Montreal are allocated daily through the management-run dispatch centre upon requests sent in by the member stevedoring companies. Sixteen men who qualify for the guarantee are steadily assigned to a basic gang directed by a foreman, and extras are attached as required for handling certain commodities. The extras are either bona fide men who qualify for the guarantee or "sur la seine" — workmen who don't qualify for the guarantee because they didn't work sufficient hours during the previous year. Scratch gangs, as sometimes used on the West Coast are not used in Montreal. Some 1,200 men qualify for 1969 for the guarantee at the Port of Montreal. Local 375 of the ILA, in Montreal, has a total membership of 2,500 men.

The Committee on Manpower Problems in the Unloading of Grain Vessels in the Port of Montreal released in November its report on the adverse effects of technological change on workers.

A national policy to prevent technological change in industry from inflicting undue hardship on employees is now being developed, a government-appointed committee observes. Guidelines of a general nature have begun to emerge from broad statements of government policy, as well as from formulas used in the settlement of disputes arising from the adverse effects of technological change upon workers.

The Committee on Manpower problems in the Unloading of Grain Vessels in the Port of Montreal, headed by Maxwell Cohen, Q.C., has released its unanimous report on the results of a two-year study of the effects on manpower resulting from technological changes that the National Harbours Board implemented in the Port of Montreal for the unloading of grain vessels. The report was presented to the then Minister of Manpower and Immigration, Hon. Jean Marchand, on March 6, 1968, but not released until November.

The inquiry commission was set up on July 29, 1966 by the Department of Manpower and Immigration, then known as the Department of Citizenship and Immigration, as the result of a dispute arising between the National Syndicate of Montreal Harbour Employees, CNTU, and the National Harbours Board. The union on July 18 submitted a grievance protesting the reduction, owing to the use of new unloading equipment, of crews unloading grain vessels, and the failure of the Board to carry out a union suggestion designed to permit employees affected by introduction of the change to adapt to the improvements. The commission was directed to study the use of the new techniques and the causes that may directly or indirectly affect the workers of the grain elevators, and to establish what measures could be taken to minimize any inconveniences that might affect the labour force through implementation of the changes made by the National Harbours Board.

The committee hopes that the Cohe report will become the basis for develo ment of methods that may anticipa future disputes between the parties in t matter of technological change. It "wou like to believe that the report will assi other industries facing similar problems

The Cohen report notes that it becoming national policy and practice t

- mitigate the effects of technologic change on the employability, income a status of the work force;
- provide facilities for training pr grams, and to assist the worker financial while he is acquiring new skills;
- prevent unemployment resulting fro technological change, or provide allo ances; and
- undertake labour-management stu ies on the effects of such change, whi require the creation by government of r search programs and facilities to aid t discussion.

Unions and management should ha equal opportunity in raising questio concerning the consequences brought technological change, and equal rights solving them, the Cohen report conclud "The combined effect of the developi national policy as expressed by gover ment, and the cumulative experience wi inquiries and reports arising out of tec nological change in recent years, no make it unreasonable for changes th lead to an abrupt reduction of the wo force to be treated as if these were a matt solely of managerial discretion with employee rights."

The report charges that the feder Government has not announced in a policy statements that it is willing to a sume the financial burden attendant up the need to cushion the adverse effects technological change. The committee su gests that the Government, through a propriate agreements, should share t costs borne by industry.

More specifically, the report notes th "there is every reason to expect the N tional Harbours Board to make every fort to retain in their employment all pe sons who can be given productive wo to do, and to make some provision f employees whose income is being reduc in consequence of these changes, ev though they are given other employmen The committee concludes that an awa should be made to the employees to co pensate for the loss of seniority and p resulting from the reduction of cre needed under the new grain unloadi techniques. It points out that the e ployees concerned should sign a waiver their possible claims under the collecti agreement. "This will produce an awa that does justice to the parties' intere

Continued on page

ask Force Report

ndustrial Relations And the Public Interest

road new powers and new discretions the Canada Labour Relations Board e been recommended by the Prime ister's Task Force on Labour Rela-s. The task force, headed by Dean D. Woods of McGill University, ld give the board, to be renamed Canadian Industrial Relations Board, basic areas of enforcement and inistration, in:

determination and redetermination argaining units;

regulation of internal union affairs;

unfair labour practices, including wful strikes and lockouts; and

picketing and boycotting.

he task force report was released March 26, just as the Labour Ga- was going to press. One of the lights is a recommendation that ibers of the board should represent public interest rather than labour or agement interests. The major argu- t for a public member board is that ould be given quasi-judicial func- to administer rules designed to te substantive rights and duties as as discretionary functions that ld not be carried by a tribunal "that ts structure has a leaning to com- nise." In addition, an order of the d would be enforceable as an order court.

areas of discretion, the board would to a panel of assessors drawn from industrial relations field, represent- both sides, to give advice and ions on such matters as certification rally.

three-man commission independent ny government department should et up to determine special procedures resolving industrial disputes in the al jurisdiction, "which, because of record of industrial relations, are e to disputes which are likely to ardize the public interest," the task says. The commission would have cond function, to handle actual disputes in any area under federal jurisdiction where the public interest is threatened.

The task force recommends that the commission, to be called the Public Interest Disputes Commission, would have the power to prescribe a procedure for settlement, to last not more than three years in the first instance, if the parties fail to agree upon a procedure, or if the commission deems the agreed procedure inadequate. The task force rejects the use of such procedures as seizure, trusteeship, partial operation, statutory strike or compulsory arbitration, except as a last resort where a protracted dispute becomes a political matter. The commission would be available at the request of the Government to advise on the dangers to the public of a particular work stoppage where normal or special procedures break down or are exhausted without effecting a settlement. In any dispute, the task force says, the Government should also have power to request a report recommending a further *ad hoc* procedure for terminating the dispute in the event of an actual work stoppage.

The task force has serious doubts about the value of the general application of the Freedman formula ("The Freedman Report," L.G. 1966, p. 4) to human adjustment to industrial conversion. "The arbitrator attempting to distinguish between minor and major [work] changes under the Freedman formula would be placed in a difficult position, since he would be attempting to dispense justice without standards to guide him. More serious, the uncertainties created for management would impose a barrier to efficient performance of their essential innovating role in the economic system." The task force recommends that employers should be obliged by law to give a minimum of six months notice to the federal Government and the unions concerned of technological and related changes likely to lead to significant labour displacements. It recommends that "the negotiating parties have power by mutual agreement to opt out of the restraint on the strike and the lockout and the requirement to establish machinery for the settlement of disputes resulting from the permanent displacement of personnel occasioned by industrial conversion arising during the period when an agreement is in force."

The task force is concerned primarily with the public interest and the ways in which the "pathological side" of industrial conflicts can be contained in the interest of labour, management and the public. It endorses the "foundations and essence of the present Canadian industrial relations system and the role of collective bargaining and trade unionism within the system." In order to strengthen the system, the task force proposes several changes in its structure to safeguard union and management rights and responsibilities. It recommends, among other things, that:

- compulsory irrevocable checkoff of regular and reasonable union dues should be made available as a form of union security to a certified union as an "agency fee" for the collective negotiation of terms and conditions of employment for the workers involved;
- where a hiring hall operates in an industry as the effective avenue to employment in that industry, it should be operated by the Canada Manpower Service with the assistance and co-operation of the affected employers and union or unions through a joint labour-management advisory committee; and
- a system of accreditation of employer association along the lines of existing union certification procedures should be made available on a trial basis in trucking, longshoring and other federal industries to establish an employer alliance to offset the strength of a union or group of unions.

The task force would rename the Department of Labour the Canada Department of Industrial Relations and recommends that the Industrial Relations and Disputes Investigation Act should be constantly reviewed and periodically revised to ensure that it effectively serves the interests of labour and management and the public at large. The task force stresses the need for greater public reliance on preventive mediation, continuous bargaining, experimental clauses and other approaches designed to free relations between the parties.

A summary of *Canadian Industrial Relations*, the Report of the Task Force on Labour Relations, will appear in the LABOUR GAZETTE next month.

Annual Brief
To the Government

Canadian Labour Congress

Photo by Murray MacGo

Labour Minister Bryce Mackasey confers with CLC President Donald MacDonald before t presentation of the CLC annual brief to the Government.

Photo by Murray MacGo

CLC President Donald MacDonald presents the CLC's brief to the Government.

olicies for Maintaining Full Employment

HE CANADIAN Government has been ısed by the Canadian Labour Congress ursuing policies designed to moderate es rather than pursuing policies de- ed to achieve and maintain full em- yment. In its annual brief to the vernment, presented February 17, the C said that some of the Government's cies including the cancellation of the ter works program (L.G., Jan., p. 38) only serve "to aggravate the present ation."

he CLC said that unemployment and g prices were two of the pressing es facing Canada but also asked for on on "the elimination of poverty, onal economic growth and the econo- development of Canada's northland." ional development, the CLC con- ed, calls for a complete re-examination government spending priorities. This, brief said, would include the revenue of the ledger, and "we again remind of our support of the recommenda- s made in the Carter report" (L.G. 7, p. 349).

omprehensive economic planning is ded, the CLC told the Government. ly if such a commitment is made and sequently put imaginatively into action it be possible to develop our economic ential to the full, to avoid the waste of and resources, and to ensure that all adians, as well as all regions of ada, share fully in the nation's future nomic growth."

n the subject of housing, the CLC's agreed with some recommendations he Task Force on Housing and Urban elopment, but said that others were propriate in solving housing prob- . "For many years," the brief said, re will be a need for government- ed and operated public housing, for ernment subsidies and financing on a arger scale than ever before if we are ass out of the crisis stage."

he CLC lauded the idea of a Depart- t of Housing and Urban Affairs, but that the freeing of the interest rate nsured loans under the NHA would ontrary to the warnings of the Eco- ic Council of Canada. The CLC omed an investigation into "allega- s of price restraint and unfair labour tices by some building materials sup- s and some building trade unions," ng as the investigation covers "land speculators, developers, contractors and subcontractors."

The most objectionable recommendation of the Task Force report, says the CLC, is that no new large public housing projects should be undertaken until the Government has finished a study into the economic, social and psychological issues of public housing. "We have no disagreement with the research project, but we cannot allow the poor to stagnate in slums and hovels until other viable alternatives can be discovered."

The CLC asked the Government to reassure the provinces "that medicare legislation is not only here to stay, but that it will be strengthened and expanded." As for other social legislation, the CLC expressed concern over the insufficiency of the Canada Pension Plan, and the "inadequate" benefits of the Old Age Security Act. The Unemployment Insurance Act, the brief said, needs a careful review as do family allowances. And the brief asked for a system of cash sickness benefits and maternity allowances.

Any introduction or expansion of means tests was opposed in the brief. Viewing the idea of selectivity rather than universality for social legislation, the CLC says, "We consider selectivity to be merely a euphemism for means or needs testing."

The CLC called for a review of the entire system of social security, possibly through a Royal Commission. This review would determine not only the system's adequacy, but also whether or not it is as effectively integrated as it might be.

"We are still waiting for an opportunity to review the report of the task force on industrial relations," the brief stated. "It is our view that the large sums spent on this project and the importance of the subject make it imperative that the report be made public.

The brief thanked the Minister of Labour and his Department for assisting in the successful conclusion of railway contract negotiations, and for refusing to be "stampeded into arbitrary actions during the various strikes which occurred during 1968." It also expressed approval of the Minister of Labour's ideas on the recommendations of the Freedman Commission Report (L.G., Feb. p. 72), and the Department's extension and improvement of the Transitional Assistance Benefit Program. (L.G., March, p. 146).

The CLC supported the Government's actions and plans with reference to bilingualism. But the brief cautioned against over-zealous administration of the bill so that there would be no conflict with the seniority provisions of collective agreements.

In the field of human rights, the CLC said that expanded Government action is needed to give Canadian Indians and Eskimos greater educational and economic opportunities, improved living conditions and better health services. The brief lauded the actions of the Labour Department's Fair Employment Practices Branch, but asked for the appointment of a permanent Human Rights Commission and for the adoption of a federal Fair Accommodations Practices Act.

The public interest, the brief continued, should be carefully protected in the introduction of a communications satellite system, and the brief called for a reaffirmation and strengthening of the policy of regarding the airwaves as a public resource and broadcasting as a public utility. Care should be taken, the brief said, to prevent these advances from becoming only a source of revenue for private enterprise.

Benefits from offshore mineral exploitation should "be available to all the people of Canada generally, not restricted to the particular provinces that by accident of geography or otherwise have a coastline as part or all of their boundaries. Federal control over this important natural resource—together with satisfactory measures to distribute the benefits—should mean that all Canadians would derive an advantage."

The brief then went on to list a number of problems for the Government to consider. These include:

- the amendment of the Fair Wages and Hours of Labour Act to include fringe benefits and to recognize indirect wage payments as part of the standards;
- the situation confronting Canadian performers with regard to short engagements in the United States and their income tax position;
- the impact of income tax on workers employed away from their homes who need to purchase special tools or clothing;
- air and water pollution;
- the position of federal superannuates;

Photo by Murray MacGowan

CLC President Donald MacDonald, Deputy Minister of Labour J. D. Love, and CLC Executive Vice-President Joseph Morris.

• the problems of workers employed in the Territories;

• support for the shipbuilding and shipping industries; and

• concern over "repeated reports concerning the liquidation of Air Canada."

The CLC does not want special treatment in postal rates, but asked that the new rates be applied gradually. "We feel, further, that commercial interests should not continue to enjoy special rates while institutional publications are so hard hit."

The CLC voiced support for steps being taken toward recognition of the "Communist Government of China" and the move toward a closer relationship with the countries of Central and South America. The Congress reiterated its call for a stop to shipping arms to the United States for use in the Viet Nam war.

The brief urged the Government to increase foreign aid and, as soon as possible, increase Canada's support to an equivalent of one per cent of the gross national product. This would include expansion of facilities in Canada and abroad for the training of manpower, participation in international agencies to ease trade, fiscal and credit facilities, and an increase in allocations for the Soft Loan Assistance Program. The Congress said also that "there is an urgent need for a forward-looking review of NATO, and we express the view that NORAD has outlived its usefulness.

Government's Reply

Canada is on the verge of a breakthrough into comprehensive planning, said Prime Minister Pierre Elliot Trudeau in reply to the annual brief of the CLC. Changes in the constitution, he said, should clarify the situation and give governments a framework within which to work.

Mr. Trudeau thanked the CLC for their brief and their "non-dogmatic" view of society. He said that the CLC did not appear as a pressure group of special interests, but as a group representing five million or more Canadians.

In his reply to the CLC, Labour Minister Bryce Mackasey said that only the mechanical problem of translating the report of the Task Force on Labour Relations is keeping it from being made public. He said also that soon there would be legislation presented to Parliament on the basis of the findings of Mr. Justice Freedman. (L.G. 1966, p. 4).

Mr. Mackasey reiterated his and the Government's support for free collect bargaining. There should be a minimu of governmental interference, but th will be occasions when the Governm must interfere on an ad hoc basis, he sa But he stressed the importance of co sultation with labour before any gove mental action is taken.

Finance Minister Edgar Benson assu the CLC that prices will have less of effect on the Gross National Prod next year and promised a White Paper Taxation for June.

Transport Minister Paul Hellyer s that the aim of the report of the Ta Force on Housing and Urban Develo ment, is to reduce the price of housing a give Canadians the maximum range choice in housing. In explaining t recommendation to lower the NH interest rate, Mr. Hellyer said that t rate tended to become a minimum wh loans really could be made at lower rat There should be a continuous flow mortgage funds so that there will not peaks and valleys in the house-buildi industry.

The report recommended only that new large public housing projects started, Mr. Hellyer said. This is becau of the psychological impact of lar public projects. But he assured the CL that small projects could go ahead.

Within a decade, there will be no reas to have a slum house in Canada, M Hellyer said. We should put more em phasis on co-operatives, give incor supplements and buy existing housing a dispersed basis, he said.

Replying to the charge by the CL that the Government had not brought substitute programs to replace the wint works program, Manpower and Immigr tion Minister Allan MacEachen said th winter works had become inefficient an wasteful. He said that the Government d increase its expenditures on occupation training, and this adds more to th productivity of Canada.

Health Minister John Munro point out that there are many difficulties changing the provisions of the Canad Pension Plan, but that there is no questio there could be some changes. Concernin a Royal Commission into Canada's soci legislation, he said that a comprehensi internal review is being made now. Fro this and a Senate inquiry, he said, the should be enough information on th social security system.

Consumer Affairs Minister Ronald Ba ford hoped that the Consumer Council w be effective. His department will prosecu cases of price fixing as strongly as po sible and he asked the CLC to give th department any information on price fixing in building trades, but said that ne machinery would be necessary to tur down new price increases.

Photo by Murray MacGowan

Prime Minister Trudeau greets Charles Smith, CRLEA Chairman.

he Need for a Permanent Mediation Service

A PROPOSAL similar to one made by n. Bryce Mackasey, Minister of Labour, Canadian Railway Labour Executives' ociation, representing 120,000 workers, ed the Government to establish a per- ent highly qualified mediation service. heir brief, presented to the Cabinet February 17, the Association recom- ded that the mediators be supported a small secretariat of experts in eco- ics and related subjects to provide tinuous analysis of industries under eral jurisdiction. The panel might take form of a quasi-judicial board "in- endent of political policy or pressures." he Association said that the introduc- of a federal mediator in recent rail ur negotiations has led them to con- e that negotiation is a worth-while eavour. The fact that bargaining was e in good faith was also an important or. William Kelly, Director of the Conciliation and Arbitration Branch, Canada Department of Labour, acted as mediator in this dispute (L.G., March, p. 144).

The Association proposed also that the Industrial Relations and Disputes Investigation Act be amended according to the recommendations made by Mr. Justice Samuel Freedman. The fact that the present Act enables management to introduce changes during the closed period of a collective agreement, and permits contracting out of operations, can make a mockery of collective bargaining, the brief said.

The brief strongly condemned the *ex parte* injunction. "It is issued by a country court judge on affidavit evidence of allegations of real or intended violence, and, as the name implies, without the other side being present. There is no opportunity for cross-examination of witnesses, nor to add to the injustice, are the allegations in any way tested. The onus is on the defendant to move to set aside the order." The Association recommended that injunctions should not be granted unless the defendant is given an opportunity to testify and call witnesses in his own defence.

The brief pleaded for the right to picket, calling it a legitimate attempt by strikers to elicit solidarity for their cause, to persuade other workers not to take their jobs, and to discourage other people from dealing with their employer. "To be compelled by court order to reduce the picket line to a token few will nullify its effect and destroy the purpose of the whole strike," the Association said.

It urged re-examination of the Canada Labour (Standards) Code, and recommended that the Minister of Labour invite representation from interested groups to give consideration to obtaining broader application of the Act's intent.

And because of "an increasing number of derailments on the railroads," the brief recommended that an independent inquiry investigate railway safety. It urged also greater level-crossing protection, and recommended that the Railway Act be amended to require the railways to fence their properties with chain-link fencing, where necessary.

The Association expressed concern over Canada's national transportation policy and the direction it has taken since it was first introduced into the National Transportation Act. "It is our submission that the full potential of the national transportation policy cannot be realized

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nnual Brief to the Government

anadian Railway ibour Executives' Association

Photo by Murray MacGowan

Labour Minister Bryce Mackasey, listens intently to CRLEA presentation.

Photo by Murray MacGow

CRLEA Chairman Charles Smith delive brief to the Cabinet.

until all transport modes come under one authority, and therefore the St. Lawrence Seaway Authority Act and the National Harbours Board Act should be amended accordingly," the brief stated. "Specifically, we propose a dual or multi level toll structure; we would have one toll rate applying to foreign shipping that would be designed to reflect the real cost of Seaway facilities, and another rate or rates for ships registered in Canada and the United States, which would reflect as near as possible the contribution each country has made to the building and maintenance of the Seaway." The Association urged that the Government provide funds for research and development through the Canadian Transport Commission for development of high speed ground transportation in other than the Toronto-Montreal area.

Because the Government has already announced its intention to amend the Unemployment Insurance Act, the Association requested that the waiting period be eliminated, and that union workers who refused to cross picket lines should not be disqualified. They asked that the Association be given the opportunity to make representation before the introduction of changes.

The Association said that it examined the White Paper on *Policies for Price Stability* and agree with it generally. It endorsed the Economic Council view against a formal incomes policy and supported the Council's conclusions that much more basic economic research is needed into problems concerning prices, costs, incomes and productivity.

It expressed dismay at the "piecemeal and traditional approach, which the Government has taken, in implementing a mere fraction of the report on the Royal Commission on Taxation, chaired by Kenneth Carter (L.G. 1967, p. 349). The Association firmly rejects both the nature and application of the Social Development Tax, stating that the tax runs counter to the underlying principle of the Carter Commission—that of equity—in placing a proportionately high burden on the low-income groups. It averred that the introduction of such a tax at a time when the Canadian labour force is expanding at such a rapid rate would likely result in a rise in the rate of unemployment to an unprecedented level.

"Failing the *complete* adoption of the Carter Commission's proposals," the brief concluded, "we emphasize our concern that the Government considers in the promised general reform of income tax laws, the implementation of a Capital Gains Tax. We fully endorse the Commission's proposals that all income, whether from work, personal business or from property, be taxed as income. The introduction of such a tax would exclude an obvious inequity in our tax structure. If equity is to be an overriding principle of any fiscal policy, as we believe it should be, then the introduction of a Capital Gains Tax should be a priority."

Government's Reply

In the cabinet's reply to the CLREA brief, Labour Minister Bryce Mackasey pointed out that in the interim between the preparation of the CRLEA brief and its submission, he had proposed changes in the mediation service. He urged the Association to let him know if they thought there was any deviation between his proposals and their recommendations. Mr. Mackasey said also that the Government "would not hesitate to use compulsory arbitration if the vital interest of the economy is affected."

The Government promised a complete review of the concept of the Unemployment Insurance Act in the not-too-distant future. Concerning level crossing protec tion, the Government said that substanti progress had been made in the past yea and that it was proposing new limits an new policies and recommending a broad application of the Railway Act. Transpo Minister Paul Hellyer said that the Cana dian Transportation Commission was cu rently making an inquiry into safety, an the Government would study the repo and make appropriate changes.

The National Transportation Act, th Government said, was virtually impossib to enlarge because of our relationshi with the United States. There is a pr hibition on differentiation of rates betwee Canada and the U.S. To see that Canad is not disadvantaged in the state c competition was of most relevant concern Mr. Mackasey pointed out. Some standar yardstick was needed, he said, to deter mine the degree of subsidization and "t see that we know if someone is given con siderable advantage over someone else."

nflation, Wage Behavior And Labour Mobility

'an inflation be controlled through ons directed at wage behaviour? Some n of "guidelines" appears to be the cal remedy for cost-push inflation, a partment of Labour economist told a inar held in January at Carleton versity in Ottawa. And in his paper, n A. Porter, Chief of the Wages earch Division, Economics and Re-rch Branch of the department, con-red some of the economic implica-s of such proposals, and discussed the Canadian wage system might be uenced by the successful application ome form of guidelines.

Ir. Porter found that prices have risen t in those areas where wages have also. ge rates in the food and beverages ustries increased 39.9 per cent be-en 1961 and 1967, compared with food e increases of 18.1 per cent. Wage s in the knitting and clothing indus-increased 24.4 per cent, compared 17.6 per cent in clothing prices — somewhat less than in food and erages. At the same time, footwear es increased much more than average, per cent, but so did wages, at 39.2 cent, compared with 31.7 per cent for manufacturing. The relevant point, Porter emphasized, is that relative es and prices of goods have moved ty much as one would expect if e-push is a factor.

Vhat is the picture when we turn to ices? he asked. The price index for bined services was 127.0, compared an index of only 112.4 for commodi-The index of wage rates for services 133.9, which is not much greater than index of 131.7 for all manufacturing. appears, therefore, that wages in ices have been increased only slightly e than in manufacturing, but the of services to the consumer has been g up more than twice as fast as for ufactured commodities.

Vhat does this do to the wage-push ant of the cost-push doctrine? Does onfirm it or refute it? Mr. Porter 't know the answer to these questions, was sure no one else knew either, for matter. He did, however, have some ments to make.

• Labour costs must be increasing much more in the service industries, because productivity is apparently increasing less than in manufacturing; thus any cost-push from the wage slide must be a generalized one throughout the economy.

• In spite of the relative decline of manufacturing employment and the increase in service employment, suggesting a relative increase in demand for labour in services, labour has not pressed for percentage wage increases in the service industries much in excess of those obtained in manufacturing, the reason being, it seems, that labour has not had the same bargaining power in services. One of the elements of cost-push — a strong monopoly position on the labour side — has not been as much in evidence as the doctrine would cause one to expect if the greater price increases in this area are to be explained in terms of union "push-fulness."

• In spite of the fact that the service industries pay, on average, much lower wages than in manufacturing, the workers in services are not getting higher wage increases to catch up. The question then arises: Have service and trade wages increased at a rate similar to that in manufacturing because of certain general conditions of labour demand and supply throughout the economy, or because wages in services, retail and wholesale

Continued on page 242

NFB photo

Consumer services . . . cost going up twice as fast.

HOUSING

Allegations of Unfair Labour Practices

The Federal Government's Task Force on Housing and Urban Development says that "appropriate officers of the Crown should investigate evidence and allegations of price restraint and unfair labour practices by some building materials suppliers and some building trade unions."

The report of the task force, published January 22, said that the inquiry had neither the time nor resources to investigate such allegations. But the task force "derived a definite impression" that the forces of competition within some parts of the construction industry are not as free or as enterprising "as one might expect within a free enterprise economy."

The report said that "allegations were made that some suppliers of essential building materials refused to make deliveries to certain builders unless unwarranted — and costly — preconditions were met. Charges were also made that some building trade unions set practices and requirements contrary to the general public interest."

In replying to this recommendation of the task force, David Archer, President of the Ontario Federation of Labour, said that "we should not allow Mr. Hellyer to get away with a gratuitous insult that calls for an investigation into restrictive union practices." Mr. Archer commented that since Mr. Hellyer had been a builder in Toronto, "he should know that few if any homes are built with union labour. In fact, at one time, workers in residential construction, mostly recent immigrants, were so badly exploited that the Ontario Government named a Royal Commission to investigate. Obviously Mr. Hellyer hasn't read the Goldenberg report or he would be suggesting investigating the contractors and the speculators, not the exploited workmen."

One of the biggest problems facing the construction industry, says the report of the task force, is that management and labour have "never been able to maintain" the skills and background necessary "to build houses in scale and efficiency." This is because they were dependent on others to ensure an adequate and stable supply of funds, land and other ingredients. Builders have watched the mortgage market "roller-coaster from feast to famine, while an ever-growing bureaucracy heaped requirement upon regulation for the development of land and the construction upon it." The task force hopes that the industry can be stabilized by a continuous flow of mortgage funds and the universal adoption of the National Building Code.

The housing problems of Indians and Eskimos, the task force found, are more serious than for others. The report supports present government programs in the area but asks that additional funds be made available to reduce the backlog of 6,000 housing units required.

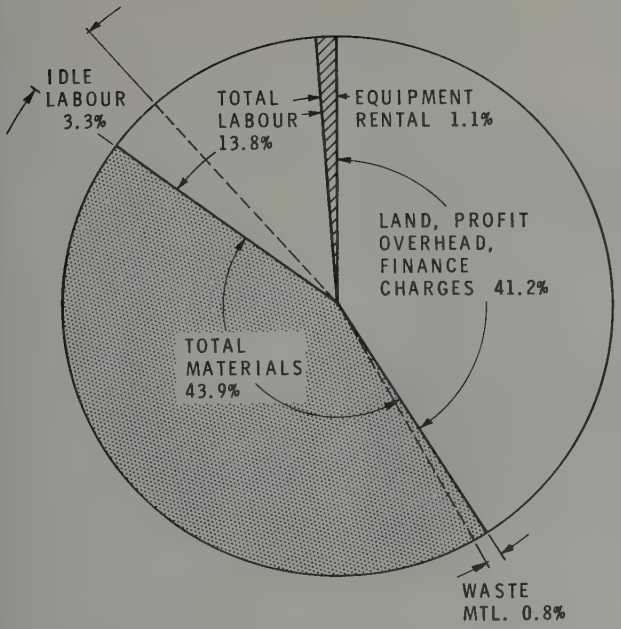
The report made special reference to th plight of the Métis, who are barred b present legislation from participating i the special Indian-Eskimo housing pro grams. "These people require specia assistance and should receive it." But th task force found some hope from pilo projects underway in Manitoba an Saskatchewan. The task force limite itself to recommending that: "Specia housing programs and pilot projects fo Canada's Indian, Eskimo and Mét peoples be carefully evaluated after a fa trial period and, if found successful, t vigorously pursued to meet the speci needs of these groups."

Labour as Part of Housing Costs

Completed house on which the cost study is based.

The subject of housing and the task force brings up the problem of housing costs and the part that labour plays in the cost of a house. The Division of Building Research of the National Research Council of Canada undertook a cost study of housing as part of the experimental house program of the National House-Builders Association, and the results were published in the *Canadian Builder*, November 1967.

The study found that labour cost amounted to 13.8 per cent of the tota cost of a three-bedroom bungalow. Tota materials amounted to 43.9 per cent equipment rental came to 1.1 per cent an land, profit, overhead and finance charge totalled 41.2 per cent of the total cost The selling price of the house was $18,000 and the total measured on-site construc tion costs were $10,586. Of the on-sit costs, 74.6 per cent was for materials, an



Breakdown of costs that comprise the selling price ($18,000) of a typical three-bedroom, wood-frame bungalow with a floor area of 1150 sq. ft.

on-site labour costs amounted to per cent of this part of the cost.

the study, only on-site labour was ded. Management, who contributed hysical labour toward the con- ion, was not included in the labour In the simplified calculations, r was assumed to cost $3.50 an this amount being the average wage ht trades at the time of construction, an allowance to cover contributions liday pay, workmen's compensation, ployment insurance and other bene- The quantity of materials installed he amount of waste or scrap was determined.

e first house studied required a of 714 man-hours, not including the hours required to operate rental ment. At one time, it was assumed labour accounted for 40 to 50 per of the total cost of construction, but says that the low labour content n in this study indicates that modern ing materials such as prehung ows, sheet materials, roof trusses, ets, aluminum siding and soffits have ge built-in factory labour content his has considerably reduced on-site ruction time over the years.

e time accounted for about 23 per of total on-site man-hours. This in- d coffee breaks, rests, time spent ng for or receiving instructions, and delays caused by other trades or adverse weather conditions.

The measured on-site cost represented about 59 per cent of the selling price. When related to the selling price, the component costs of labour, materials and equipment rental are approximately 14, 44 and 1 per cent. The report in the *Canadian Builder* says that although this study represented one house built by one builder, "it should be indicative of a typical cost breakdown of the various operations in an average three-bedroom, wood-frame bungalow."

Ronald H. Hooper

MILESTONES

Railway labour leader

J. A. Huneault, a Canadian Vice-President of the Brotherhood of Maintenance of Way Employees, died December 4, 1968. Mr. Huneault had been a vice-president for 13 years and was the Brotherhood's National Legislative Representative in Ottawa.

Mr. Huneault worked on behalf of all Canadian rail labour as Chairman of the National Legislative Committee of the Canadian Railway Labour Executives' Association. As such, he presented the annual brief of the association to the Prime Minister and cabinet.

He also represented the BMWE at the Canadian Railway Office of Arbitration of which he was chairman at one time. In 1929, Mr. Huneault began his railway career with the Canadian Pacific Railway as a section labourer. He joined BMWE Lodge 223 in 1937, later becoming local chairman and president.

In 1949, Mr. Huneault was elected acting assistant general chairman on the Canadian Pacific System Federation, becoming General Chairman in 1953. He represented Canada in 1959 as the Technical Adviser to the Workers' Delegate of the International Labour Organization at Geneva.

Former Labour Gazette Editor

Ronald H. Hooper, Editor of the LABOUR GAZETTE from 1917 to 1923, died in Richmond, B.C., on January 26.

In his career with the Department of Labour, Mr. Hooper worked as an Industrial Relations Officer in the Winnipeg regional office. He attended International Labour Organization conferences as a government delegate in 1947, 1948, 1950, 1952 and 1955. His last ILO conference was a petroleum meeting in Venezuela from April 25 to May 7, 1955, when he and the (now) Assistant Deputy Minister of Labour, Bernard Wilson, were the two government delegates. He retired in 1955 shortly after the Venezuela conference. When the LABOUR GAZETTE was preparing its centennial issue, Mr. Hooper was asked to write a story about his early years as editor (L.G. 1967, p. 441).

At the time of his death, he was writing a history of the Department and had just completed his first draft. With typical wry good humour, he commented to his family that though he might not be around long enough to finish the assignment, he thought the Department might consider his excuse a valid one. He was 84.

Department appoints new Chief Librarian

James Whitridge, 44, has been appointed Chief Librarian of the Canada Department of Labour. Mr. Whitridge obtained his B.A. degree from the University of Saskatchewan. After further studies at McGill University, he became a Bachelor in Library Science in 1949. At that time, he joined the Department of Transport, subsequently serving in the Departments of National Health and Welfare, National Defence, and Defence Production and Industry, where he was appointed Chief Librarian in February 1968.

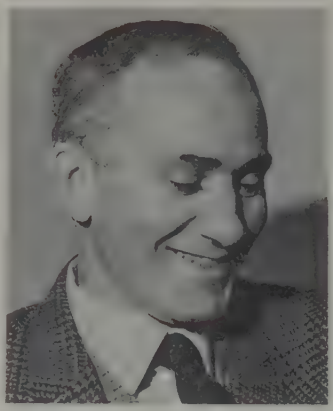
During 1966, he co-operated closely in the preparation of a paper on the development of a standard procedure on purchasing for Government libraries. "This was quite an interesting project," Mr. Whitridge said. "It really turned into a comment on general management practices in Government libraries."

The new Chief Librarian finds his job a "tremendous challenge," and he looks forward to making the library a real service that will meet new and increasing demands for labour material and information. "Everything in the field of communications has been stepped up," he said. "Our job should be keeping pace with the demands of an accelerating society."

Hourly base rate average goes up by 6.9 per cent

The average hourly base rate of workers employed under the terms of major collective agreements rose by 15.4 cents or 6.9 per cent over the 12-month period ending September 30, 1968, reports the Economics and Research Branch of the Canada Department of Labour. This compares with an increase of 15.7 cents or 7.2 per cent in the previous 12-month period ending September 30, 1967.

The branch analysed 554 major union contracts in force as of September 30, 1968, covering bargaining units of 500 or more workers in Canadian industries other than construction. More than one million workers were involved. The rise reflects deferred increases provided under contracts negotiated in the second quarter of 1968 and earlier periods, and initial increases obtained under 110 of the contracts settled in the third quarter of 1968.



James Whitridge

Joint labour-management research urged by Mahoney

More discussions between labour and management, not more laws, are needed in Canada, says William Mahoney, Canadian Director of the United Steelworkers of America. Speaking to the Automotive Transport Association of Ontario in Toronto, Mr. Mahoney suggested that labour and management meet and set up "our own agencies for collecting the facts and data we need for common-sense bargaining." He suggested also that the two groups set up their own rules for union certification and their own machinery for mediation.

This co-operation, he said, would lead to a more sophisticated form of bargaining where bargaining could take place on the basis of mutually acceptable facts. The trend toward fewer, but larger, unions through mergers is also leading to this end, Mr. Mahoney said. "These mergers permit unionists to spend their dues dollars more effectively and to provide the kind of specialist service that allows for more sophisticated bargaining. More and more, we are fencing across bargaining tables with statistics, public relations and expertise instead of mutual invective and competitive threats."

These mergers, Mr. Mahoney said, have the by-product of developing "a much higher degree of Canadian autonomy. All-Canadian unions are growing big enough to have effective bargaining powers as well as patriotic lables and, at the same time, the Canadian sections of international unions are becoming more effectively autonomous."

UIC expects to recover $3 million under new policy

Under the Unemployment Insuranc Commission's new crackdown prograr against fraud and abuse, the UIC expec to recover $3 million in overpayment made to claimants who made erroneou claims. The objective of the program is t save the taxpayers money. During th fiscal year ended last month, the cost t recover the $3 million reached some $2. million, whereas previously, it cost UI $1 to recover each $1 of overpayment The eventual target ratio is to achiev a return of $2.50 for each $1 entailed i recovery expenses.

There are two factors involved in th cutting of the losses: the new method and the strong public reaction. Durin December 1968, the Commission inves tigated 27,600 claims, some 100 per cer more than the 12,400 a year previously. Th amount of overpayments detected in De cember was $269,200, or 97 per cent mor than the $136,700 in the previous Decem ber. The number of persons disqualifie during the same month was 5,709, or 11 per cent more than the 2,603 disqualifie during December 1967. The investigatio staff in December was increased by 2 per cent to 184 investigators. The tota staff of the Commission's 5,000 employee has not been raised. In a number of cases claimants have returned benefit they ha received, realizing that an element o untruth or half-truth was involved i their claims.

Ontario college begins labour relations course

The Niagara College of Applied Art and Technology in Welland, Ontario, ha started what may be Canada's first college affiliated program of labour education an union training, the first of its kind in On tario's 23 community colleges.

The program not only includes subject dealing with collective bargaining, unio administration, and grievance and arbitra tion procedures, but also courses on th role of the union in the community, huma rights and civil liberties, community devel opment projects, labour economics, an the history of the labour movement.

John Whitehouse, Director of Specia Services at the college, is in charge of th program. He was formerly Director o Education and Publicity for the Textil Workers' Union of America.

ew 1961 base
price indexes

The Canadian Consumer Price Indexes e a new base. Since January, the exes have been calculated and pub- ed on a time reference base of 1961 als 100, instead of the present 1949 e.

or the convenience of users requiring Consumer Price Index for Canada on 1949 base, the all-items index only will published monthly on both the 1961 the 1949 base for an interim period. nough other consumer price indexes components will in future be published a 1961 base only, they will be made lable on the 1949 base on request. e movements remain unchanged with new base and no changes in weighting erns of items in the indexes are being oduced at this time.

he new base will bring the indexes conformity with other important exes already published on the 1961 e. The Dominion Bureau of Statistics ecommending that users employ the indexes in future contractual arrange- ts and other uses. Users requiring 9-base indexes should advise the Prices ision, Dominion Bureau of Statistics, wa, on the length of time for which old base will be needed.

hur Goldberg —
"super negotiator"

ewsweek, referring to "super-nego- rs" in the December 2 issue offers following anecdote about Arthur dberg, formerly U.S. ambassador to U.N. and former U.S. Secretary abor.

rthur Goldberg, explains Vincent Donnel of the New York State Board Mediation, has six main master-me- ng qualities; he's (1) very likable; ery knowledgeable (3) catches on very kly; (4) penetrates the discussion to erstand the real issues; (5) is resource- -offers novel suggestions and pro- ls; and (6) persuasive. "Outside of , he doesn't have anything."

nagement development
rse planned for May

e development of managerial com- nce will be the concern of the second ual management development pro- n sponsored by Sir George Williams versity, May 25 to 31.

e course is to be held "in a secluded mountain hotel" in the Laurentians near Montreal, says Dr. H. C. Jain, Director of the Management Development Program. The course includes behavioural sciences for managers, putting creativity to work and result-centred management.

The cost is $350 including all meals, room, tuition, course materials, taxes and gratuities. More information is available from Dr. Jain, Room N-563, Sir George Williams University, Montreal 107, Que.

Useless welfare groups criticized by CLC officer

A voluntary welfare organization whose usefulness has ended should not continue to attract funds that could be more usefully employed elsewhere, says Joseph Morris, Executive Vice-President of the Canadian Labour Congress. Speaking to representatives of community funds and councils of Canada in London, Ont., on January 23, Mr. Morris said that these organizations sometimes reform themselves but seldom commit organizational suicide.

"If an agency cannot do the job properly because of lack of resources or because the job is too big for any private agency, it ought to step aside and let it be done through the collective resources of the community itself," Mr. Morris added. Agencies that only help people adjust to a sick society by giving temporary relief, he said, are providing the lubricants to keep the capitalistic machine going but they should be pushing and prodding government into new welfare measures. Mr. Morris concluded that although their survival may be pleasing to the agencies themselves, it is no great compliment to the society that allows them to survive.

But Mr. Morris said, "I am persuaded that there is still plenty of room for voluntary welfare if by this is meant the continued existence of private and voluntary welfare agencies." The kind of agencies that will survive, he said, are those that serve a supplementary rather than a competitive role to public welfare programs and those that come into being in response to a new need or meet a need on a relatively small scale.

Mr. Morris said that he supports voluntarism generally. "The voluntary organization is a vindication of the right of association, of the right of free expression, of the right of private decision making. More than that, voluntarism provides an opportunity for people to make a contribution to their society and take on roles or leadership whether on a small or large scale." The opportunity to make a voluntary personal contribution, he said, is the hallmark of a free society.

Canadian union wins 10-day Christmas leave

Three extra holidays at Christmas make a special 10-day Christmas leave for employees of Fleet Manufacturing Ltd. of Fort Erie. Believed to be the first 10-day Christmas leave with pay in Canada, the holiday is in addition to the workers' regular yearly vacation, and is part of a new 33-month agreement covering 550 employees, members of Local 171 of the International Association of Machinists and Aerospace Workers.

The new contract, which expires on September 30, 1971, calls for wage increases of between 50 and 75 cents an hour, bringing rates to a range of $3.39 to $4.45 an hour. Ratification of the contract ended a three-week strike.

Woman appointed director in N.S. labour department

Mrs. Jean Dobson has been appointed Director of Economics and Research in the Nova Scotia Department of Labour. The new Director, who joined the Department some five years ago, has served as an economist, administrative secretary and administrative assistant. A native of California, Mrs. Dobson received her education from universities in Missouri and Nevada.

The division, which was created in 1965, is responsible for the development of information, specialized studies and forecasts to be used in the formation of legislation, new programs and administrative policies. Mrs. Dobson is the second director and the first woman to be appointed to the post.

ILO seeking labour advisor for office in Thailand

A new vacancy in the International Labour Office's technical co-operation program has occurred in the Bangkok, Thailand, Social Institutions Development office. The ILO is now seeking a labour advisor who will assist the regional coordinator in Bangkok to draft a long-term plan of action for the improvement and reinforcement of Ministries of Labour, along the lines set forth by the ILO International and Regional Conferences. Other duties require that he advise the governments of the region in order to help them to determine their needs in matters of labour policy and administration, and the national and international resources available. The appointment is to last one year. The Canada Branch, ILO, Ottawa, has further details.

The world of work and changes since 1919 — a survey by the ILO in its 50th anniversary year

The general economic expansion in the industrialized countries in the past 20 years has been reflected in a broad but uneven upward movement in wages. In the developing countries, real wages—where they have not actually fallen—have risen to a lesser degree than those in the industrialized countries. A world survey of wages, employment and other information is found in the *Yearbook of Labour Statistics 1968* (ILO, Queen's Printer, $10.00 paper, $12.00 cloth), which is based on information supplied to the International Labour Office by national statistical services, or drawn from official publications. In celebration of the ILO's 50th anniversary, the Office took the opportunity not only to review the progress of the ILO itself, but also to consider the march of events throughout the labour field.

The world's population has almost doubled in the past 50 years. Asia alone, with 55 per cent of the people in the world today, accounts for more than half this increase. The average annual growth of population is rising in all parts of the world. The rate rose from 1.2 per cent for the period between 1920 and 1940 to 1.8 per cent for the years between 1950 and 1966. The economically active population of each country is related to the national age structure and chiefly to the number of persons of working age. It represents hardly more than two thirds of the latter, with noticeable variations from one region to another, depending on such factors as the ages of school-leaving and retirement, the type of economy, and the degree to which women form part of the labour force. The number of working persons in the world in 1960 was 1.3 billion, or 43 per cent of the total population. More than half the economically active population of the world is still engaged in agriculture. The importance of this sector in terms of numbers employed has, however, decreased considerably in the industrialized countries. In Britain, for example, only 4 per cent of the working population is engaged in agriculture.

The number of employed persons grew slowly in the period between the end of World War I and the beginning of the Great Depression of 1929. A slump in employment figures followed the 1929 crisis. In manufacturing industries, the fall in employment was of the order of 35 per cent in the United States, 38 per cent in Poland and 40 per cent in Germany. Agriculture and services, on the other hand, showed greater stability. By 1937, employment had recovered or overtaken its 1929 levels in most countries, and had even doubled in the U.S.S.R. In France, however, employment was still 20 per cent below the 1929 level.

By 1948, employment in manufacturing industries had considerably overtaken the 1937 level by nearly 50 per cent in the United States and 75 per cent in Canada, but less in Europe. The general economic expansion of the industrialized countries since the end of World War II has been reflected in a continuing and often considerable growth in the level of employment.

Industrial workers were obliged to keep long hours before World War I. Studies made in France, Italy and The Netherlands showed that a typical working day was 10 hours or more at that time. In New Zealand, on the other hand, the working week was limited to 48 hours from 1908 onwards. The 48-hour, six-day workweek was set as a desirable aim in the International Labour Convention on hours of work in industry adopted by the first International Labour Conference at Washington in 1919.

Heavy inflation occurred in most countries as a result of World War I, reaching enormous proportions at times. The figures became astronomical in 1923-24, with prices 10,000 times higher in Austria, nearly 3 million times in Poland and 1 billion times in Germany, than those of 1914. Consumer prices became more or less stabilized in the industrialized countries toward 1929 at levels perceptibly different from those of 1914. The 1929 crisis resulted in a drop in consumer prices, sometimes of large proportions of 15 to 20 per cent. Since 1948, a moderately rising trend has set in, compared with the movements of the previous 40 years except in certain countries, mainly in South America, which have experienced considerable inflation.

Between 1914 and 1924, nominal wages increased in all countries, despite World War I, often at a rate greater than that of retail prices. Almost without exception, nominal wages rose again between 1924 and 1929 in countries for which data are available. The Great Depression resulted in a general decrease in the region of 20 per cent — 30 per cent in Germany and the United States. The fall was, however, matched by a lowering in retail prices. The effects of the Depression lasted in many countries until the eve of World War II.

Quebec alters functions of its labour department

Quebec has passed legislation changi the name of its labour department a giving new powers to the departmen Minister. In the new Department Labour and Manpower, the Minister co tinues to be in charge of laws governi labour relations, conditions of emplo ment, trade unions, manpower and safe unless any of these powers have be entrusted to other ministers.

Some of the new functions of t Minister include:

— the promotion of harmonious labo relations;

— the carrying out of research in t field of labour market conditions, e ployment opportunities, conditions of e ployment and the effects of technologi progress on the labour market;

— the compilation and publication information about wages and other e ployment conditions, other labour matt and the activities of the Department a bodies under its jurisdiction.

The legislation also allows the Mini to enter into agreements with the fed Government or other governments facilitate the carrying out of the legi tion, subject to authorization by Lieutenant-Governor in Council.

SIU national executive returned by large margin

The Seafarers' International Union Canada held its second election for national executive since its release from trusteeship of the Board of Trustees of Maritime Transportation Union in 19 The former executive was returned office by a large margin. Leonard "R McLaughlin was re-elected President the union by a 3-to-2 majority Ror Gralewicz of Montreal was retur as Executive Vice-President. John Rc of Fort William retains his post Secretary-Treasurer.

The three top executive members l the candidates put forward by the called "opposition" slate. This group headed by Rod Heinekey of Vancou who was campaigning for the preside Norman David of Vancouver and Ar Cameron of Halifax ran on the Heine slate for the other two top positi None of the "opposition" nomi running on the Heinekey slate elected to any of the 18 positions the executive. The terms of the incumbents run for three years December 31, 1971.

J.S. business finds jobs for 125,000 unemployed

A U.S. businessmen's organization has laced 125,000 "hard core unemployed" jobs during the last few months, and eir dropout rate is lower than that for e average worker. In March 1968, rmer President Johnson recruited top .S. businessmen to find jobs for the unnployed. Henry Ford II, Chairman of e Ford Motor Co., headed the organizaon, the National Alliance of Businessen.

The unemployed were placed in 12,500 ivate firms in the nation's 50 largest ties, and 85,000 are still on the job. his is a retention rate of 68 per cent—e average being 50 to 60 per cent. me of those placed were on parole, me were women from correctional instiions, most were in their 20s, and most re black. About two thirds of the acements have been made at the expense the employers, and Government funds re used to train the remainder. Cost of -the-job training averaged $2,850. Leo ebe, on leave from his position as a rd vice-president and serving as NAB's ecutive Vice-President, estimated that person taken off the welfare rolls and aced in a job would repay the cost of s training in less than 20 months.

The goal for the next fiscal year is to ace an additional 200,000 persons in bs. By June 30, 1971, the organization pes to find employment for 500,000 rd core unemployed. President Nixon s agreed to continue the program.

If the budget brought down by former esident Johnson is approved by Congress, the federal Government's investment will be doubled. But the question remains whether President Nixon will use appropriated funds to pay employers for training costs, or recommend that the employees reimburse themselves through the use of tax credits.

In the past, a majority of employers who have made job pledges to NAB, have not collected government subsidies. Alliance officials say that many employers do not like the rigid guidelines of a government contract, do not want people looking over their shoulders, and do not like filling out government forms. But more are turning to reimbursable contracts as they find training costs too high.

The program does face dangers beyond its control. Its success relies on the continued prosperity of the nation and the demand for more manpower, NAB says. But some industries will be sharing the idleness as well as the work. They propose to use short workweeks and temporary closings instead of laying off the last hired and the least experienced.

To look for work, many of the hard core jobless had to endure the pain of rejection by an employer or rejection after a few days on the job or being laip off first. The National Manpower Policy Task Force, a private non-profit organization of manpower experts, says that very little has been done until recently in showing more tolerance and showing these people that they do have something to contribute.

lominion Coal Board reports 1967 operating costs

The average operating cost for the nadian coal-mining industry as a whole 1967 was $7.39 per marketable ton oduced, an increase of 10 cents a ton er 1966. The largest cost increases were labour, 14 cents; welfare fund, 5 cents; d miscellaneous expenses, 4 cents. These re partially offset by decreases in costs r vacation pay, 7 cents, and depreciaon, 4 cents, the Dominion Coal Board s reported.

With the exception of Saskatchewan, ich showed a decrease of 26 cents a n, all regions experienced a rise in their erage production costs. Over the year, erage costs increased in Nova Scotia $1.00 a ton, by 20 cents in the Alberta ountain-British Columbia region, by 21 nts in New Brunswick, by 25 cents in berta Domestic Underground Mines, d by 1 cent in Alberta Domestic pping.

After showing an average loss of 14 nts a ton for 1965 and 1966, all reporting mines in 1967 showed a profit of 17 cents a ton, an increase of 31 cents. This, coupled with a profit of 4 cents a ton on other company operations, brought the total profit to 21 cents a ton. This was an increase of 9 cents over 1966.

The largest profit increase was one of $1.10 a ton in Nova Scotia, followed by a 49-cent increase in New Brunswick. Somewhat smaller increases were recorded in Alberta Mountain-British Columbia, Alberta Domestic Underground and Saskatchewan respectively. A decrease in revenue of one cent a ton was reported for Alberta Domestic Stripping.

The number of tons produced for the calendar year 1967 was 11,395,754. This was an average of 5.41 tons produced each man-day. Man-day tonnages produced ranged from 50.13 tons in Saskatchewan to 39.17 in Alberta Domestic Stripping, 6.49 in Alberta Domestic, 6.75 in Alberta Mountain-British Columbia, 4.25 in New Brunswick and 2.58 in Nova Scotia.

Employers stress experience over education, study shows

University graduates with no work experience are finding it increasingly difficult to obtain choice positions, reports the Technical Service Council, a non-profit Toronto placement service run by industry. Graduates in arts are particularly hard hit because of the increased size of graduating classes. "One of the nation's largest employers is hiring community college graduates for jobs formerly reserved for university graduates in arts," the TSC reported.

The job market is so selective that some employers are recruiting overseas for men with specialized experience, and numerous jobs at the $15,000 level are "going begging" because of the demand for directly applicable experience. Competition is keenest for executive positions but personnel managers, production managers with engineering degrees, and controllers are also in demand.

The TSC's annual survey of jobs listed by 1,300 employers showed that jobs in Western Canada increased the most—by 21 per cent. Openings in Ontario showed a marginal decline, whereas those in Quebec and the Maritimes increased by 9 per cent. Ontario jobs were most in demand so that the number of Ontario vacancies actually declined slightly compared with a year ago. Some 950 professional openings are listed with TSC's offices in Toronto, Montreal and Calgary. Employees in every province and territory, except Prince Edward Island, have professional positions open. There are 498 of these positions open in Ontario, 284 in Quebec and the Maritimes, and 168 in Western Canada.

Sales engineers, computer programmers and system analysts are the groups in shortest supply. The demand is strong also for experienced heating and ventilating design engineers, mechanical engineers with specialized backgrounds, graduate industrial engineers and structural designers.

Queen's seminar on industrial relations

Queen's University, Kingston, Ont., is holding its annual industrial relations seminar May 5 to 9. The emphasis of this seminar will be on labour relations and collective bargaining—the impact of a rapidly changing environment on this function, emerging trends and new approaches.

The fee is $350 including course registration, meals, lodging, books, supplies and reference materials.

50 Years Ago

In the Labour Gazette April 1919

Sirloin steak was 25 cents a pound, three workmen found justice in the Courts, and management in one British plant learned to love its employees and their union.

Prince Edward Islanders could trek to the meat market and pick up a pound of sirloin steak for 25 cents, but the average price for sirloin in mid-March 1919 was 36 cents a pound, reported the LABOUR GAZETTE in April of that year. Ten pounds of potatoes cost 10 cents in Guelph and Orillia, Ont., but the national average was 19 cents.

If you lived in Nanaimo, B.C., you could buy a pound of sugar for 9 cents, but the average price was 12 cents a pound. You could pick up two loaves of bread for 9 cents in Sorel, Que., but bread was 5 cents a loaf in Toronto, and averaged 7 cents a loaf in other centres of Canada. Butter cost 44 cents a pound in Nelson, B.C., and an average of 52 cents a pound in other cities.

If home to you was Sorel, Que., you could buy a pound of tea for 45 cents and a pound of coffee for 35 cents, but the rest of Canada paid an average of 63 cents a pound for tea; and except for Kitchener, Ont., and Edmonton, Alta., where you could pick up a pound of coffee for 35 cents, most Canadian consumers paid 48 cents. It was estimated that the weekly family food budget averaged $13.05 for the month of March. Householders could rent a spacious six-room house with sanitary convenience for $9.50 to $11 a month in St. Hyacinthe, Que., but the rest of Canada paid an average of $19.61 a month.

Fifty years ago, workers were blaming the company foreman for the lack of empathy between top management and themselves. In what the GAZETTE called "a very interesting article" that had appeared in a British publication, the author, who was also a managing director, said: "One of the chief difficulties encountered in the functioning of shop committees is the antagonism of the foremen. In order that the committee may be effective, it should be elected by, and be representative of, the workers themselves, and should have some freedom of approach to the management. But the foremen invariably feel that the committees are in closer touch with the management than they are themselves; that there is interference with policies and discipline, and that their own influence is being undermined." Workers also complained that the actions of foremen often do not coincide with the attitude displayed by management at the periodic conferences.

With the outbreak of World War I and radical changes in industrial conditions, the management of one plant believed there was a need for closer communication between the workers and themselves. They conceived the idea of forming another committee to represent the workers to the management and the management to the workers, and to establish a bond of confidence between them. But after the committee was elected by the various departments, the most active trade unionists in the plant thought that the committee idea might be a scheme of management to undermine trade unionism, and they got together, formed a committee of their own called the Shop Stewards' Committee, and requested recognition.

The other committee, which was later called the welfare committee, dealt with policy and organization; the union committee handled grievances and complaints about conditions in the shop.

An attempt was made to get the welfare committee to see something of management's point of view. "We felt," said the writer, "that much of the labour agitation was based upon entire ignorance of the difficulties we were facing. We were continually confronted with the idea that we as managers had done foolish things and that any fool could have done this particular thing better than we. We made efforts to explain our problems when we had new contracts necessitating a new organization of the work, but we were rather disappointed on the whole; we did not get the interest that we expected from the welfare committee."

Management soon found themselv referring to the union committee an ignoring the other. "The shop steward were intensely interested in our problem and in the attempts that we made to ex plain the managers' difficulties," th writer continued. "This time we found real response and for that reason I hav come to the conclusion that it is no worth while bothering with any bu organized labour. If employees have no the guts to get into a union, really, the are not worth bothering about."

The Courts dealt gently with tw workmen injured accidentally, and a thir who was unjustly accused of damagin goods. In the first case, a deckhand, at th command of his superior officer, jumpe from his vessel to the embankment of th Lachine canal, a distance of 10 feet, an broke his ankle. He sued the shipowner for $10,000 alleging inexcusable negli gence. The shipowners claimed that h was rash and negligent to make the jum and that his injuries were his own faul The Court held that the accident occurre through the order of the first mate an that the deckhand had no choice but obey according to the Canada Shippin Act. As his earning capacity had bee reduced by 50 per cent, he was awarde $2,025 with interest from November 1916 and costs.

The second case concerned a carter wh was shovelling coal from a dump whe the upper portion of the dump fell on hir causing severe injuries. He sued the owne of the dump, but lost the action in th Superior Court on the grounds that h had no right to go to the dump in th first place, and that he had been warne beforehand of the danger. The case w appealed to the Court of Review, whic held that the open face of the dump, th absence of obstruction, or interferen by the yard foreman, and the establishe custom of the carters to take coal at an open place constituted an open invitatio to the carter. The Court reversed th Superior Court decision and awarded th plaintiff $1,500 damages and costs.

The third case involved a laundryma who received from a cleaning plant pair of curtains to be washed. When t owner received the curtains he alleg that they were ruined and brought actio against the plant. The firm admitted the responsibility to the amount of $100 an costs, but tried to recover the money fro the laundryman. Evidence showed th the cleaning plant had worked on t curtains before sending them to t laundryman. The Court declared th when a workman furnishes only h labour and industry, he cannot be r sponsible for damages that happen before delivery. The action was dismisse with costs.

rovisions In Major Collective Agreements
n Canadian Industries, 1968

rt II: Grievance and Arbitration, Pay Guarantees and Other Provisions

his is the second half of a study of 69 visions found in 135 collective agreents covering 421,135 employees in Cadian industries. It covers the same eements as a 1965 study except for se that expired before January 1, 1968. t I, concerning union security and myee security, was published in the rch issue of the LABOUR GAZETTE, 155.

he complete study, including the charts l tables that have been omitted from, compressed in, this report, is available m the Collective Bargaining Division, nomics and Research Branch, Canada partment of Labour, Ottawa.

evance and Arbitration

ll contracts studied established a proure for initiation of grievances. In 86 cent of the agreements affecting 91 per t of employees, either the employee nself or the union steward might make initial presentation.

ixty per cent of the agreements affect-53 per cent of employees had a specific use for grievance procedure in dismissal es. A sample clause follows:

If a permanent employee believes that has been unjustly discharged, the matmay be taken up as a special grievance mencing at Step 3 of the grievance cedure. Any such special grievance st be submitted in writing and lodged the Vice-President, Administration, is designate, within four working days r the employee ceases to work for the npany, and the matter will be disposed within seven working days after the npany receives the grievance, except re such grievance is taken to arbitra."

orty-four per cent of the agreements cting 52 per cent of employees had e form of compensation for grievance k. A comparable result was found in 1965 study where 45 per cent of the eements concerning 49 per cent of myees had such a clause. The most frent provision in both studies states that grievance representative will be paid time spent on grievance activities ng working hours with no definite riction placed on the handling of vances during working hours.

he issue of the scope of arbitration es in all agreements. In 62 per cent of agreements covering 59 per cent of loyees, arbitration was confined to ued grievances in the specific sense of dissatisfaction on the part of an employee or employer with the other's interpretation or alleged violation of some part of the contract. In some cases (24 per cent of the agreements affecting 20 per cent of employees) the scope of arbitration was inclusive of any grievance or controversy not specifically stated in the agreement, including any question as to whether a matter is arbitrable.

Seventy-five per cent of the agreements affecting 73 per cent of employees provided for a panel of arbitrators to settle the disputes, whereas 21 per cent of the agreements concerning 22 per cent of employees provided for a single arbitrator.

Pay Guarantees

When employees report for work at their scheduled time without having been notified in advance not to report, many agreements guarantee them either a minimum number of hours of work, or pay. The study revealed that 71 per cent of the agreements affecting 69 per cent of employees provided for a reporting pay guarantee, the majority containing a guarantee of either four hours work or pay. Sometimes the employer is provided with an "escape clause" i.e., if no work is available due to damage to equipment, fire, power failure or other causes beyond his control.

The following is a clause taken from a current agreement:

"When an employee reports for work at the normal starting time of the shift and his regular job is not available, he will receive alternate work or pay equivalent to four hours at his hourly wage rate. This will not apply when:

- the employee has been informed a minimum of six hours in advance of his regular starting time that he is not to report for work;
- the plant or part of it or its equipment is damaged by fire, lightning, flood or tempest;
- interruption of work is due to circumstances beyond the company's reasonable control."

A provision found to be prevalent in collective agreements guarantees a minimum number of hours pay to employees who are called to work outside their normal working hours or after having completed their regular shift. Comparing the result of the current study with that of the 1965 study, the frequency remains almost the same. Seventy per cent of the agreements concerning 63 per cent of employees had one or another form of call-in or call-back pay guarantee as against 72 per cent of the agreements that had affected 62 per cent of employees in 1965.

By a guaranteed employment or earnings clause, the worker is assured a minimum amount of employment or pay. In the current analysis, 9 per cent of the agreements affecting 10 per cent of employees, had some form of guaranteed employment or earnings. In the 1965 study, 7 per cent of the agreements concerning 11 per cent of employees had a guaranteed employment clause.

Paid Holidays and Vacation

Almost all agreements have a provision for paid holidays. The 1965 study revealed that for 34 per cent of employees, eight holidays a year were the most usual. The 1968 study affecting 33 per cent of employees showed nine holidays a year as the most common provision. The average number of paid holidays for a worker in a year was 8.5 in 1965, whereas in the current study the average increased to 9.4 holidays a year.

Sixty per cent of the agreements, covering 72 per cent of employees, provide for two weeks paid vacation after one year of service compared with 46 per cent of the agreements concerning 58 per cent of employees in the previous study. Another 35 per cent of the agreements affecting 19 per cent of employees provided for two weeks vacation after two years or more of service. In the 1965 study, 38 per cent of the agreements affecting 29 per cent of employees had a provision for two weeks vacation after two years or more of service.

Ninety-two per cent of the agreements covering 93 per cent of employees in the current study had provision for three weeks vacation. This compares favourably with the previous study where 88 per cent of the agreements concerning 86 per cent of employees had provisions for three weeks vacation. In both these studies, the most frequent provision stipulates three weeks vacation after ten years of service.

Eighty-three per cent of the agreements affecting 87 per cent of employees provided for four weeks vacation in the current study. This is a substantial increase over the previous study, when 74 per cent of the agreements concerning 75 per cent of employees had a provision for four weeks vacation. In both studies, the most

usual period of service after which employees are entitled to four weeks vacation is 20 years.

Thirty-three per cent of the agreements affecting 31 per cent of employees had a provision for five weeks vacation, compared with 9 per cent of the agreements covering 8 per cent of employees in the previous study. After 25 years of service, employees were entitled to five weeks vacation.

Health and Welfare

The following discussion and tables are based on references to health and welfare schemes appearing in the main text of collective agreements. As it is common practice to provide the details of employee health and welfare benefits in separate pamphlets, the statistics that follow are to some extent inaccurate, as it appears that the "No Specific Provision" category contains cases in which the provision in question does appear in a supplementary document.

The main interest in these tables will not be in the general incidence, which has a downward bias, as much as in the further breakdowns where the provision is mentioned in the main agreement. Plans of the department call for the collection of supplementary documents, and more comprehensive analysis of health and welfare provisions in future studies.

Fifty-six per cent of the agreements covering 53 per cent of employees had a specific provision for one or more of medical, surgical and hospital benefits. The great majority of these agreements have a contributory system in which th employee pays a portion of the premiun

Sixty-three per cent of the agreement covering 61 per cent of employees had provision for life insurance, accident death and dismemberment benefits, an the majority were contributory schemes.

Forty-six per cent of agreements co ering 47 per cent of employees had pensio plans. Almost half of them specifical provided for contributory payments. number of agreements mentioned the pe sion plan, but contributions were n specified.

Fifty-five per cent of agreements co cerning 55 per cent of employees had provision for paid sick leave in one for or another. Half of these agreements pr vided for sick pay under a group insuran plan only.

Grievances and Arbitration

Provision	Agreements No.	Agreements %	Employees Covered No.	Employees Covered %
Initial presentation of grievance				
Employee	15	11	64,254	15
Union Steward	7	5	22,912	6
Employee and/or Union Steward	95	70	296,553	70
Union	10	7	26,187	6
Grievance Committee	8	6	11,229	3
Grievance procedure in dismissal cases				
No specific provision	54	40	198,948	47
Speeding up of usual procedure	34	25	89,894	21
Procedure other than speeding up	45	33	130,213	31
Other*	2	1	2,080	—
Compensation for grievance work				
No specific provision	75	56	201,971	48
Grievance representatives Paid for time spent on grievances during working hours†	44	33	178,388	42
Paid for time up to a specific limit	10	7	25,477	6
Paid for time with a restriction on the handling of grievances during working hours	4	3	12,799	3
Other	2	1	2,500	1

*Subject to ordinary grievance procedure.

†With no definite restriction placed on the handling of the grievances during working hours. Need for prior permission, or limitation to reasonable or "necessary" time was not regarded as definite restriction.

Pay Guarantees

Provision	Agreements No.	Agreements %	Employees Covered No.	Employees Covered %
Reporting pay guarantee*				
No specific provision	39	29	129,436	31
Up to three hours of work or pay	27	20	74,052	17
Four hours of work or pay	53	39	154,926	37
Five to eight hours of work or pay	7	5	41,775	10
Other	9	7	20,946	5
Call in (back) pay guarantee				
No specific provision	41	30	156,819	37
Straight time				
For a minimum of 2 hours	9	7	14,171	3
For a minimum of 3 hours	9	7	29,229	7
Minimum of 3 hours plus time worked	1	1	3,300	1
Time-and-a-half				
For minimum of 2 hours	8	6	13,297	3
For minimum of 3 hours	6	4	16,040	4
For minimum of 4 hours	11	8	51,393	12
Minimum number of hours at straight time or actual hours worked at premium rate, whichever is greater	21	16	45,664	11
Other	29	21	91,222	22
Travel allowance on call-in (back)				
No specific provision	121	90	379,209	90
Amount specified	5	4	13,256	3
Indicated, but amount not specified	9	6	28,670	7

*Refers to pay guarantees to employees who report for work at the usu hour, without notification to the contrary, and either find no wo available, or are not given work for full shift.

Provision	Agreements No.	Agreements %	Employees Covered No.	Employees Covered %
er daily hours				
No specific provision	8	6	19,938	5
Time-and-a-half	95	70	321,402	76
Time-and-a-half followed by higher rate	28	20	66,395	15
Others including rates not stated	4	3	13,400	3
er weekly hours				
No specific provision	78	58	188,847	45
Time-and-a-half	54	40	226,808	54
Other	3	2	5,480	1
Saturday or sixth day not normally worked)				
No specific provision	60	44	200,070	48
Time-and-a-half	53	39	166,602	40
Double time	8	6	26,009	6
Time-and-a-half followed by higher rate	13	10	26,054	6
Others	1	1	2,400	1
Sunday or seventh day not normally worked)				
No specific provision	22	17	77,321	18
Time-and-a-half	45	33	143,224	34
Double time	58	43	174,100	41
Double time-and-a-half	2	1	10,350	2
Time-and-a-half followed by higher rate	3	2	8,900	2
Double time followed by higher rate	1	1	2,000	—
Others	3	2	5,380	1
work on paid holiday				
No specific provision	13	10	83,878	20
Time-and-a-half plus another day off with pay	5	4	25,755	6
Straight time plus holiday pay	13	10	21,727	5
Time-and-a-half plus holiday pay	69	51	192,745	46
Double time plus holiday pay	18	13	53,300	12
Double time-and-a-half plus holiday pay	3	2	7,351	2
Others	14	10	36,379	9
regularly scheduled work Saturday				
No specific provision	130	96	399,285	95
Specific premium pay	5	4	21,850	5
regularly scheduled work Sunday				
No specific provision	112	83	339,516	81
Specific premium pay	23	17	81,619	19
premium—second shift				
No specific provision	44	33	153,807	37
Four to ten cents per hour	46	33	301,407	35
Eleven or 12 cents per hour	21	16	45,247	11
Thirteen to 18 cents per hour	8	6	24,690	6
Thirty cents per hour	1	1	3,000	1
Fifty cents per shift	1	1	1,650	0
Ninety cents per shift	1	1	6,500	2
$1.00 to $1.25 per day	3	3	8,441	1
$1.50 per week	1	1	5,500	2
5 per cent	2	1	11,249	3
11 to 15 per cent	4	3	8,251	1
25 per cent	1	1	1,100	0
Other	2	1	4,100	1
Shift premium—third shift				
No specific provision	63	47	211,597	50
Five to eight cents per hour	5	4	6,187	1
Ten to twelve cents per hour	23	17	83,346	19
Thirteen to fifteen cents per hour	29	22	75,480	18
Sixteen to twenty-one cents per hour	10	7	31,384	7
$1.50 or $1.60 per day	2	2	6,441	1
15 per cent	1	1	4,500	1
25 per cent	1	1	1,100	0
Shift premium not specified	1	1	1,100	0

Hours of Work

Provision	Agreements No.	Agreements %	Employees Covered No.	Employees Covered %
Daily hours*				
No. of daily hours not stated	3	2	4,122	1
Up to 7½ hours	17	13	87,918	21
8 hours	106	78	313,227	74
8½ to 9½ hours	8	6	13,468	2
Other	1	1	2,400	1
Weekly hours*				
No. of hours not stated	9	7	21,847	5
33¾ hours to 37½ hours	17	13	80,643	19
40 hours	95	70	293,150	70
42 hours to 50 hours	13	9	23,775	7
Other	1	1	1,720	—
Normal workweek (days)*				
No. of days not stated	12	9	27,246	6
Four	2	2	2,409	1
Five	112	83	374,359	89
Five-and-a-half or six	7	4	13,001	3
Other	2	2	4,120	1

*Refers to "normal," "regular" or "standard" daily hours, and weekly hours of day-workers. Agreements making no explicit reference to "normal," "regular" or "standard" daily hours, and weekly hours were tabulated on the basis of straight-time daily hours, and weekly hours.

Pay for Time not Worked

Provision	Agreements No.	Agreements %	Employees Covered No.	Employees Covered %
Paid holidays				
No specific provision	3	2	4,111	1
Four to six days a year	8	6	14,168	3
Seven to ten days a year	116	85	347,896	82
Eleven to 15 days a year	8	5	54,960	13
Paid holiday falling on Saturday (not normally worked)				
No specific provision	101	75	333,431	79
Working day off with pay	24	18	52,714	13
Extra day's pay	5	3	9,400	2
Other	5	3	25,590	6
Paid holiday falling on Sunday (not normally worked)				
No specific provision	84	62	254,212	60
Working day off with pay	42	31	143,804	34
Extra day's pay	6	4	14,229	3
Other	3	2	8,890	2
Paid holiday falling on other scheduled days off				
No specific provision	107	79	346,616	82
Working day off with pay	11	8	30,617	7
Extra day's pay	14	11	34,802	8
Other	3	2	9,100	2
Paid holiday falling within vacation period				
No specific provision	62	46	201,778	48
Vacation extended	33	24	115,618	27
Extra day's pay	25	19	70,355	17
Choice of above	15	11	33,384	8
Paid vacations—general				
No specific provision	4	3	4,669	1
Provision for one week only*	1	1	7,249	2
Provision for more than one week*	128	94	403,015	96
Other	2	1	6,202	1
Extended vacations				
No specific provision	113	84	369,056	88
Pre-retirement vacation	13	10	22,978	5
Extended vacation in designated year of service	8	6	27,901	7
Other	1	1	1,200	—
Rest periods				
No specific provision	93	69	265,882	63
Once a day (ten or more minutes)	5	4	12,689	2
Twice a day (twenty or more minutes total)	29	21	129,279	30
Other	8	6	13,285	3
Paid meal periods				
No specific provision	82	61	272,989	65
Without reference to shift work	7	5	19,328	5
On all shifts worked	15	11	42,284	10
Not on all shifts worked	6	4	11,992	3
On overtime and/or in other special circumstances	25	19	74,542	18
Paid wash-up time				
No specific provision	122	90	399,968	95
Provision for paid wash-up time	13	10	21,167	5
Paid leave—death in immediate family				
No specific provision	52	39	189,164	45
Up to three days	78	58	210,840	50
More than 3 days	2	1	11,800	3
Other	3	2	9,331	2
Paid leave—death of in-laws				
No specific provision	69	51	230,850	55
Up to three days	63	47	179,785	43
More than 3 days	1	1	6,500	2
Other	2	1	4,000	1
On jury duty and/or as court witness				
No specific provision	78	58	278,410	66
Equal to difference between jury allowance and normal pay	52	39	126,014	30
Equal to employee's regular (normal) pay	2	1	2,560	1
Other	3	2	14,151	4

*Provisions under which entitlement to time off does not match the amount of vacation pay were tabulated on the basis of vacation pay.

Miscellaneous Provisions

Provision	Agreements No.	Agreements %	Employees Covered No.	Employees Covered %
ining or retraining				
No specific provision	96	71	287,868	68
Without reference to technological change	31	23	96,778	23
With reference to technological change	8	6	36,489	9
d meals				
No specific provision	91	68	307,464	73
Meal allowances in certain circumstances	44	32	113,671	27
ving expenses and elocation allowance				
No specific provision	123	91	369,745	88
Special provision	12	9	51,390	12
tective clothing or equipent, uniforms, etc.				
No specific provision	77	57	230,725	55
Special provision	58	43	190,410	45
paid leave or union usiness				
No specific provision	57	42	134,126	32
Year or more for union officers	14	10	78,676	19
Limited leave for union business	11	8	33,801	8
Combination of above	35	26	104,109	25
Length not specified	18	13	70,423	17
t of living bonus allowance				
No specific provision	122	91	370,935	88
1 cent an hour wage adjustment for 0.6 change in Consumer Price Index	6	4	22,076	5
Other formulae linked to the Consumer Price Index	7	5	28,124	7
quency of pay days				
No specific provision	97	72	294,203	70
Weekly	15	11	28,792	7
Every two weeks	18	13	86,878	21
Twice a month	5	4	11,262	3
tracting out				
No specific provision	108	80	311,492	74
Prohibits management right to contract out	27	20	109,643	26
pensation for union ficial during contract egotiations				
No specific provision	118	87	327,604	78
Union official paid for time spent during working hours*	17	13	93,531	22

ith no definite restriction placed on the negotiation of collective ements during working hours. Need for prior permission, or limita- to "reasonable" or "necessary" time was not regarded as definite iction.

Special Provisions for Women

Provision	Agreements No.	Agreements %	Employees Covered No.	Employees Covered %
Equal pay				
No specific provision	126	93	375,671	89
Specific reference to equal pay	9	7	45,464	11
Separate seniority unit				
No provision	127	94	397,697	94
Separate seniority unit for women	8	6	23,438	6
Maternity leave				
No specific provision	106	79	320,860	76
Provision for maternity leave	29	21	100,275	24

Older and/or Handicapped Workers

Provision	Agreements No.	Agreements %	Employees Covered No.	Employees Covered %
Older or handicapped workers				
No specific provision	117	87	373,588	89
Specific provisions concerning employment of older and/or handicapped workers	18	13	47,547	11

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PRICE INDEXES

Consumer, January 1969

The consumer price index (1961 = 100) rose by 0.2 per cent to 122.6 at the beginning of January from 122.3 in December. It was 3.8 per cent higher than in January 1968.

The food index increased by 0.5 per cent to 125.1 from 124.5 and was 3.1 per cent higher than the January 1968 level of 121.3. Higher prices for restaurant meals and for food consumed at home both contributed to the rise. Home consumed meat, fish and poultry items, on average, were higher in price than in December. Most fresh produce items registered increases, but citrus fruits and tomatoes recorded marked declines. Milk and butter prices remained unchanged, while other staple foods, including flour, sugar and eggs, increased. Bread and margarine were two important items that showed price declines from the preceding month.

The housing index advanced 0.7 per cent to 121.9 from 121.0 and was 5.0 per cent higher than the January 1968 level of 116.1. Higher prices for new houses and increases in mortgage interest rates, contributed to the 1.6 per cent rise in home-ownership costs. Rents increased only 0.2 per cent since the preceding month. Not included in the shelter component was the effect of property tax rebates in Ontario and similar grants in some western provinces. Among the household operation items, midwinter sales reduced the price level of furniture, floor coverings and household textiles. Household supplies moved up fractionally.

The clothing index decreased 1.5 per cent to 121.5 from 123.4 and was 2.4 per cent higher than the January 1968 level of 118.6. The prices of men's suits and overcoats, and some major items of women's wear, notably winter coats, wool dresses and suits, dropped by more than 5 per cent. Sales prices were recorded in the children's clothing and footwear categories.

The transportation component increased by 0.5 per cent to 116.3 from 115.7. Prices for new automobiles and gasoline were unchanged with seasonally higher train fares accounting for most of the rise.

The health and personal care index advanced 0.1 per cent to 129.5 from 129.4 as a result of slightly higher prices for toiletries.

The recreation and reading index rose 0.7 per cent to 124.2 from 123.3. Increased prices were registered for phonograph records, television sets, and some Montreal newspapers.

The tobacco and alcohol index was unchanged from 121.3, and was 3.5 per cent higher than its January 1968 level of 117.2.

City Consumer, Jan. 1969

Between December and January, consumer price indexes advanced in six regional cities and city combinations, declined in three, and remained unchanged in one. The movements ranged from a decrease of 0.4 per cent in St. John's, Nfld., to an increase of 0.2 per cent in Saint John, N.B., and Edmonton-Calgary.

Food prices rose in all cities except Halifax and Vancouver. The housing index increased in most of the regional cities. January sales contributed to lower clothing indexes in all cities, except in Saint John and Winnipeg, where the average clothing price level was unchanged. Transportation indexes increased in most cities chiefly in response to seasonally higher train fares. The components for health and personal care and for recreation and reading, registered mixed movements; tobacco and alcohol indexes remained unchanged.

Regional consumer price index point changes between December 1968 and January 1969 were as follows: Saint John +0.2 to 116.6; Edmonton-Calgary +0.2 to 119.1; Montreal +0.1 to 120.1; Ottawa +0.1 to 120.3; Winnipeg +0.1 to 120.4; Saskatoon-Regina +0.1 to 117.8; Vancouver remained unchanged at 116.8; Halifax −0.1 to 115.8; Toronto −0.2 to 121.3; St. John's −0.5 to 117.2*

Wholesale, January 1969

The general wholesale index (1935-39 = 100) rose 1.5 per cent in January to 278.1 from the December 1968 index of 274.0, and was 4.2 per cent higher than the January 1968 index of 266.8. Seven of the eight major group indexes were higher, and one declined.

The non-ferrous metals products group index rose 4.6 per cent to 255.6 from 244.3 on higher prices for copper and its products, nickel, lead, zinc and silver.

An increase of 3.3 per cent to 391.0 from 378.6 in the wood products group index reflected a strong advance in the price of newsprint as well as increases in the price of cedar, hemlock and furniture.

The vegetable products group index advanced 1.2 per cent to 238.9 from 236.0 as a result of higher prices for tea, coffee, cocoa and fresh fruits.

Higher prices for fishery products, boots and shoes were responsible for an increase of 0.6 per cent, 306.1 from 304.4, in the animal products group index. Price increases for tumblers and crude asbestos resulted in a rise of 0.9 per cent to 208.9 from 207.0 in the non-metallic minerals products group index.

The chemical products group index advanced 0.5 per cent to 215.3 from 214.2 because of price increases for soaps, detergents and explosives. A minor increase occurred in the iron products group index, 278.4 from 278.1, and a minor decrease occurred in the textile products group index, 256.5 from 257.1.

*On the base June 1951 = 100.

Farm Products Prices

The index of Canadian farm products at terminal markets (1935-39 = 100) advanced 0.6 per cent to 265.7 from 264.1 in the four-week period January 3 to January 31. The animal products index moved up 0.7 per cent to 346.0 from 343.6 and the field products index rose 0.4 per cent to 185.4 from 184.7.

U.S. Consumer, Dec. 1968

The United States consumer price index (1957-59 = 100) rose 0.2 per cent to 123.7 in December.

Compared with December a year ago, those parts of the index showing the sharpest increases last year were medical care, mortgage interest rates, apparel, shoes, public transit and restaurant meals. These increases ranged between 6 and 7 per cent. The food-at-home index rose by 4 per cent, but it was still more than in nearly all recent years.

British Retail, Nov. 1968

The British index of retail prices (January 16, 1962 = 100) was 126.7 at November 12, compared with 126.4 at October 15, and 120.4 at November 14, 1967.

The index for foods, the prices of which are affected by seasonal variations, increased by nearly 1.5 per cent to 119.0, compared with 117.4 in October. Rises in the prices of eggs and apples were partly offset by reductions in the prices of tomatoes. For the food group as a whole, the index rose by nearly 0.5 per cent to 123.9, compared with 123.4 in October.

The principal change in the housing group was a rise in the average level of rents of unfurnished dwellings. The index for this group rose by less than 0.5 per cent to 143.3, compared with 142.9 in October.

nployment eview r January

he decline in employment between ember and January was one of the llest on record for the time of year. ,424,000, total employment in January 143,000 less than in December, but 324,000 or 4.6 per cent higher than anuary 1968.

he labour force decreased by 49,000 7,891,000 and was 327,000 or 4.3 cent higher than in January 1968.

nemployment increased by 94,000 to 000, a below-average increase for the of year. It was 3,000 higher than in ıary a year ago.

nemployment in January represented ɔer cent of the labour force, compared 6.1 per cent in January 1968, and ɔer cent in January 1967.

loyment

arm employment, at 451,000, declined 16,000 during the month and was 0 lower than in January 1968.

on-farm employment, at 6,973,000, eased by 127,000 during the month. largest decrease in this group occurred ade, 47,000. This was followed by truction, 35,000; transportation, com- ication and other utilities, 29,000; community, business and personal ces, 15,000.

ɔmpared with a year ago, non-farm loyment increased by 332,000. The st increase took place in manu- ıring industries, 106,000; followed by munity, business and personal service, 00; trade, 62,000; public administra- 37,000; construction, 30,000; and ce, insurance and real estate, 16,000.

l regions shared in the decline in oyment between December and Jan- . British Columbia had the largest ease, 37,000. Smaller reductions were rted for Quebec, 35,000; the Prairies, 00; the Atlantic region, 25,000; and rio, 16,000. All regions shared also e year-over-year increase. The largest was in Ontario, 152,000. This was wed by Quebec, 64,000; the prairie n, 60,000; British Columbia, 33,000, he Atlantic region, 15,000.

nployment

nemployment increased by 94,000 een December and January and was) higher than in January 1968.

the 467,000 unemployed in January, r cent had been unemployed for less one month, 39 per cent for one to months, and 26 per cent for four hs or more.

Nova Scotia's Concern for its Older Workers

Modern society, with its technological innovations, poses a special problem for older workers aged 45 and over who find it increasingly difficult to adjust to the changing labour market. As older workers must invariably fend for themselves without any assistance from younger family members, it is imperative that they have gainful employment. These thoughts were expressed at a conference on aging, held in Halifax, N.S., in March 1967. Sponsored by the provincial Government, the conference was primarily geared to help delegates acquire a better understanding of the position of older workers in the Nova Scotia economy.

A report, "Older Workers in the Nova Scotia Economy," emerged from the conference, and was published by the Nova Scotia Department of Labour. It stated that since 1901, the population of Nova Scotia has increased from 459,574 to an estimated 760,000 in 1966. Of this population, those aged 45 and over totalled 101,066 or 21.8 per cent in 1901, and 203,600 or 26.8 per cent in 1966.

The proportion of older people in Nova Scotia is about 1.5 per cent higher than for Canada as a whole, and rates of growth for those 45 years and older, have been rising slowly since 1901.

The following statistics from Table 6 of the report show the percentages of older workers in Nova Scotia compared with the rest of Canada for the years 1941, 1951, and 1961.

	1941		1951		1961	
	N.S.	*Canada*	*N.S.*	*Canada*	*N.S.*	*Canada*
Male....	38.1	36.7	32.8	33.5	35.2	34.2
Female	17.1	17.0	21.9	20.7	30.6	28.9
Total....	34.1	32.8	30.8	30.6	34.0	32.7

The number of older workers in 1961 in Nova Scotia was 80,600—62,800 males and slightly less than 18,000 females, comprising a higher percentage of the labour force than in Canada as a whole.

The report states that, if the participation rate of Nova Scotia's older workers is compared with that of the rest of Canada, "it is clear that the province has a lower degree of participation for all age groups over 45 years of age." This difference can be as high as 4 per cent.

Tables in the report show that, during the period 1956-1961, migrants entering the province totalled 10,077, whereas outgoing migrants totalled 18,577; and during the same migratory period, workers over 45 numbered 1,000 incoming migrants and 1,080 outgoing migrants, or 10 per cent of the movements. Workers who did not move to another province, to another municipality, or within a municipality amounted to 52 per cent for younger workers, and 78.8 per cent for older workers. The report concludes that older workers are the least mobile of the working population.

In considering the distribution of older workers by industry, the report shows that 24.2 per cent of older male workers were in the primary sector, 26.5 per cent were in manufacturing and construction industries, and the remaining 49.3 per cent were in the service sectors. These figures can be compared with 15.4, 23.5 and 60.9 per cent, for younger male workers. About 59.1 per cent of older female members of the labour force are in public administration and 17.0 per cent are in trade.

The report indicates that a greater percentage of older workers in Nova Scotia have only an elementary education, but compared with older workers in Canada as a whole, they are generally better educated.

Section on Older Workers
Manpower Utilization Branch
Department of Manpower and Immigration

CBC Employees Living Below Poverty Line—ARTEC

More than 1,000 workers employed by the Canadian Broadcasting Corporation are living below the poverty line, the organization representing CBC announcers, clerical and sales personnel stated in a brief presented to a federal conciliation board on January 15. The Association of Radio and Television Employees of Canada said that 45 per cent of its members at the CBC earn less than $4,842, the poverty line for a family of three or four established by the Economic Council of Canada.

ARTEC is asking for a 20-per-cent pay increase with a minimum increase of $1,000 a year. Salaries now range from $2,702 to $10,938 a year.

The brief said that the union is not prepared to accept inability to pay as an argument for not improving salaries. "At a time of rising prices, rising incomes and rising economy, a public employer cannot use the excuse that the taxpayers cannot afford a decent wage for public employees."

FIRST A FAILURE THEN A SUCCESS

Jack Hulbert, the General Manager of Lucas-Rotax Ltd. in Montreal, has seen first-hand both the good and the bad of union-management consultation. In the last two years, he has chaired one consultation committee that never grew up, and a second that developed into an outstanding success. Mr. Hulbert says: "A committee has meaning only if the members have something to do. If they're sitting around in a vacuum, the whole deal is a waste of time."

Local 423, International Association of Machinists and Aerospace Workers (AFL-CIO/CLC) is the plant union. About 240 employees manufacture and overhaul aircraft parts.

Consultation has a real chance of success if the members of the committee are active participants in a genuine consultation program. At least, this is what gave meaning to consultation, which suffered a poor year in 1966. Because of a lack of gut issues to keep the committee-members busy, the first attempt at consultation failed.

Mr. Hulbert, who had been chairman, came out of the first experience convinced that a committee must be active in order to prosper. "If a man comes to a meeting purely to sit around and listen . . . well, all it amounts to is a couple of hours away from the job," he says. Mr. Hulbert's second committee, started in January 1968 and thriving today, is carefully structured to assure each of the five management and four union representatives an active role.

The central committee is supported by four subcommittees, each of which has at least two members drawn from the main committee. Each subcommittee has a special area of interest: skill training, safety, suggestion awards and good housekeeping. The main committee, the joint production and consultative committee, decides policy and reviews the work of the satellite committees. While the central committee meets every second month, chaired by Mr. Hulbert, the subcommittees—especially the safety committee—are more likely to be active on a day-to-day basis. "The new system," says Mr. Hulbert, "effectively has reversed degeneration of interest in labour-management consultation."

Labour-Management
Consultation Branch

Edward Watt, President of Local 423, recalls, "At the beginning, we figured consultation was a company thing and that the union would be hurt. Now I can say we've had a change of opinion. The men have seen that the committee gives concrete results. Minutes are posted and everyone has the opportunity to find out how the committee is progressing."

CREATING CLIMATE TO SOLVE PROBLEMS

Communication is pointed to by the union-management committee at Glendale Spinning Mills Ltd. in Hamilton, Ont., as their main accomplishment.

Two members of the Glendale committee explain what communication means to them. William Holton Jr., Glendale's assistant General Manager: "It means we have built an atmosphere conducive to future problem solving. We now have a working relationship between two groups that are normally opposed." Mrs. Kay Rados, President of Local 1070, Textile Workers' Union of America (CLC): "There's been a big improvement in understanding between employee and foreman, and union and management. I no longer have to ask repeatedly when I'm seeking information."

The consultation committee was organized in August 1967 at about the same time a change in personnel opened doors for a start at better communication. As a result, the improved working relationship of the last year is attributable in part to a change of personalities.

One role of the committee has been to flush out bad feeling in the few cases where it existed. "Where there were poor relationships, it didn't take the committee long to expose bad feeling," says Neville Brown, a superintendent. "For the first time, we could take action to heal bad feeling. These examples were new to us because, before, the poor relationship was always below the surface."

Safety has been given a shot in the arm by the consultation program. The existence of the committee has given company and union the opportunity to meet and talk about safety. Recently a subcommittee was created to make tours of the plant to check for safety hazards.

In the opinion of Personnel Manager John Scarlett the committee has a positive influence in "giving recognition to people." He says that employees take a positive attitude when offered the chance to contribute. Visitors from the departments are invited to attend meetings of the committee; and special arrangements are made to accommodate workers from the afternoon and night shifts.

William Holton Jr., Assistant General Manager, says that consultation creates the framework within which problems can be solved.

Neville Brown, a superintendent, credits the committee with exposing cases of bad feeling and then taking action to restore good will

MANPOWER UTILIZATION

ew Lives for Lost and Wasted Limbs

It's ability, not disability that counts. Harold Russell, Chairman of the esident's Committee on Employment the Handicapped, said, "It's the 'can-' in a person's life and not the 'can't-do' it's important."

The benefits of employing the handicapd are much more than economic. There immeasurable results in human values. e employer gains from the loyalty and operation of his employee, and the ployee gains independence, self-reliance d a sense of accomplishment. The value his family and the community are inculable. That some employers are alert the possibilities of utilizing the abilities the handicapped is demonstrated in the lowing reports.

t could have been a routine placement employment except that the client, 32-ır-old Mrs. Anna Maria Jarmics is a uble amputee. She has no hands. Mrs. mics, a Hungarian refugee, came to nada last March with her husband and ee children. When she was nine years , Mrs. Jarmics lost her hands when a nd grenade exploded. As a double amtee, Mrs. Jarmics was a challenge to unsellors at the centre and was frequentlytold "I'm sorry," when her disability s mentioned to prospective employers. Finally, however, an interview was anged at York Central Hospital and was hired. An official of the hospital orts that Mrs. Jarmics is one of their t employees. She is happy with her rk and her fellow employees. She helps up trays in the kitchen where she ndles the crockery with dexterity and ed. She has artificial appliances, but s not use them at work, because she s she cannot get the same feeling with m.

Mrs. Jarmics was faced with a problem transportation to her work but she rcame this by learning to drive. She v has a driver's license and drives back l forth to work.

Behind the backbenchers and across the or from Mr. Speaker in the Legislative embly in Manitoba, sits Raymond R. , who has been paralyzed since 1944 en he was hit by shrapnel. His job is ording speeches made by members of Legislature for publication in *Hansard*, controlling the sound system in the use.

This does away with the necessity for shorthand reporters and makes speeches audible in all parts of the Chamber. Each MLA, the Speaker and the Clerk of the House has a microphone and receiver controlled from the console. As each member rises to speak, Mr. Sly must hit the correct microphone switch and volume control and note the member's name on an index sheet showing the position on the recording. As recordings are completed, they are rushed to the printers for inclusion in the Hansard of the day. Each member must be recognized without error, and this takes practice. Mr. Sly has no trouble with this problem, as he has been on the job since 1952. He was awarded a Centennial Medal in recognition of his long service.

Ralph Myers is an instructor at Ryerson Polytechnical Institute in Toronto. This is the fulfilment of a wish that looked for a time as if it were forever out of reach.

Mr. Myers has been a paraplegic since the age of seventeen. After he left Lyndhurst Lodge, a rehabilitation centre for paraplegics, he returned to Oshawa, his home town, and finished high school. He completed a course in economics and politics at Queen's University and went on to Western University where he obtained a Master's Degree in Business Administration.

Mr. Myers was employed for a year in the administration department of Kingston General Hospital, then worked with the Hospital Commission in Toronto where he remained for about a year and a half. But he had not lost his desire to teach. He had applied to various boards of education with little encouragement and had almost given up hope when he heard of an opening at Ryerson. He applied and was accepted.

Mr. Myers finds that teaching is a stimulating and challenging career. Since his graduation, he has taken night courses at the University to keep up with current and ever-changing trends in the economic structure.

As Dr. Henry H. Kessler said in his book, *The Knife Is Not Enough*, "From an economic viewpoint, no country can afford the luxury of wasted manpower or the financial burden of caring for the crippled. The cost is a double cost. There is not only the price of hospitalization and medical care and pensions, but also the loss of the productivity of the handicapped."

Manpower Utilization Branch
partment of Manpower and Immigration

Port of Montreal

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without promoting fresh difficulties for other employees" that could "injure the position of another employee in the local" through "bumping." Another conclusion of the committee is that something should be done for the employees who are retained in employment to show that their loss in income is real, and that the company is making some effort to compensate them, even though their original earnings cannot be matched fully under the formula of the award.

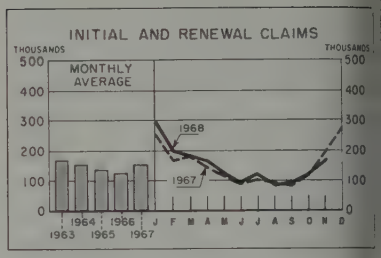
Among its recommendations, the committee states that each worker made redundant by the introduction of the new methods should be paid $100 for each year of service with the National Harbours Board. This sum would be calculated in cents an hour, equivalent to the difference between the hourly rate enjoyed by the worker immediately before the introduction of the new unloading methods and the new lower rate after the change, until the total of such payments equalled the sum of $100 times the number of years of service. In addition, for the workers for whom there is no employment, or for those who voluntarily leave employment, the provisions of the collective agreement are to be applied, giving two weeks salary for each year of service up to a maximum of 36 weeks. The committee recommended that the special grant be paid by the National Harbours Board.

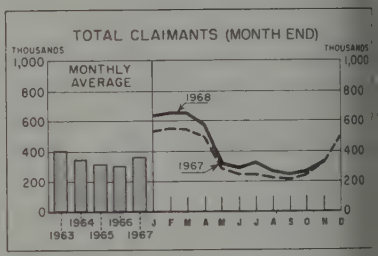
Additional recommendations made by the committee are that:

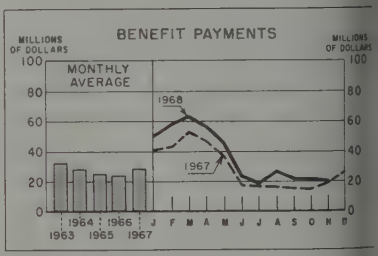
- the federal Government consider compensating the National Harbours Board for the amount of the special grant;
- the parties attempt to agree on provisions for inclusion in the next collective agreement, based on the experience gained from the present dispute, the studies and the report;
- new vacancies be filled with personnel from the existing work force as they become available;
- the parties make use of all government services in order to study the effects of technological change, and to assist in dealing with the employees so affected; and that
- the special grant take effect as of January 1, 1967.

Hon. Bryce Mackasey, Minister of Labour, announced on October 10 that the National Harbours Board would implement immediately the recommendations of the Cohen report. At the same time, the Minister presented to union officials a cheque for $63,000 — the cost of these recommendations to the National Harbours Board.

Unemployment Insurance Report—November







The number of claimants for unemployment insurance benefit on November 29 totalled 342,000. This was 77,000 or 29 per cent more than the 265,000 recorded at the end of October. Four fifths of the increase was accounted for by males whose numbers rose by 39 per cent. The count of females increased by 14 per cent. The proportion of male claimants rose from 60 per cent at the end of October to 65 per cent at the end of November.

The increase this year from the end of October was smaller than that recorded during the same interval in 1967. Last year, the count at the end of October increased by 39 per cent—51 per cent for males and 20 per cent for females.

More than half of the claimants came on claim during the month. The number of claimants in this category was 50 per cent higher than at the end of October.

The claimant count at the end of November was slightly higher than on November 30, 1967. Whereas there were 1,700 fewer males, the count of females rose by 6,700.

A total of 171,000 initial and renewal claims were filed in local offices across Canada during November. This represented an increase of 45 per cent over the 117,000 filed last month but a decrease of 12 per cent from the 194,000 filed during November 1967. The large increase over October in the number of initial claims filed is usual and can be attributed, in part, to claims being filed prior to the first week in December, when the seasonal benefit period commences. This year, the rate of increase was substantially less than in 1967, when the November claim load was 68 per cent greater than in October.

The average weekly number of beneficiaries was estimated at 186,000 for November, 156,000 for October, and 174,000 for November 1967. For these three dates benefit payments totalled $20.6 million, $20.8 million and $19.9 million. Average weekly payments were $27.69, $26.82 and $25.36.

Increases over the claimant count at the end of October occurred in all provinces. Although proportionately large increases were reported everywhere, large numeric increases occurred only in Quebec, Ontario, British Columbia and Newfoundland.

In comparison with the end of November 1967, all provinces reported a larger number of female claimants. Fewer male claimants were reported in Ontario, Manitoba and British Columbia, whereas their numbers were slightly greater in the remaining provinces.

All provinces shared in the October-to-November increase in the number of claims filed. As reflected in the monthend claimant count, the monthly increases were substantially lower this year than during the same interval in 1967.

Decreases in the number of claims filed since November 1967 were reported in nearly all provinces west of the Atlantic region. Saskatchewan and the four Atlantic provinces recorded small numeric increases.

A claimant's unemployment register is placed in the active file at the local office as soon as the claim is made. As a result, the count of claimants at any given time inevitably includes some whose claims are in process. "Claimants" should not be interpreted either as "total number of beneficiaries" or "total registered clients."

Unemployment Insurance and
Manpower Section
Dominion Bureau of Statistics

Summary Table

Activity	*Nov. 1968*	*Oct. 1968*	*Nov. 1967*	*Cumulative Data: January to November 1968*	*Cumulative Data: 12 months ending November 1968*
			(in thousands)		
Insured population as at month end	—	5,325	4,800	—	—
Initial and renewal claims filed					
Total	171	117	194†	1,652	1,922
Initial	125	80	141†	1,216	1,420
Renewal	46	37	52†	436	502
Claimants currently reporting to local offices	342	265	337	416*	424*
Beneficiaries (weekly average)	186	156	174	320*	315*
Weeks Compensated	745	777	784	15,428	16,447
Benefit paid	$20,623	$20,843	$19,886	$407,328	$433,909
Average weekly benefit	$27.69	$26.82	$25.36	$26.40	$26.38

* Monthly average.
† Discrepancy between total and subtotals is due to rounding.

Legal Decisions

The Supreme Court of Canada has decided that an arbitration board had no power to extend the time for notice to arbitrate.

The Appellate Division of the Alberta Supreme Court has held that the requisition of a safety inspector was not a direction or regulation of the Alberta Workmen's Compensation Board.

The Supreme Court of Canada ided on October 1, 1968 to quash award in which the majority of an itration board, having found that union's notice to arbitrate was out ime, waived the time limit set out he collective agreement. The board considered the substantive issue the grievance on its merits. The rt found the award to be erroneous ause, not only was the grievance mely, but the arbitration board breached the collective agreement extending the time limit, thereby difying the terms of the agreement.

n employee of Union Carbide of ada Limited on August 22, 1966 filed ievance concerning seniority rights ugh his union representative, which t through the procedure set out in collective agreement then in force. company on September 30 replied to hird step of the grievance. There was ision in the agreement for arbitration he fourth step provided that the pany was notified in writing not more ten days from the date of the pany's third-step reply.

Eighteen days later, the union notified the company of its desire to arbitrate the grievance. The company objected that the notice was too late. This objection was submitted to the arbitration board as part of the joint statement of the union and the company, as provided in the collective agreement.

The question for determination by the arbitration board was put in the joint statement of the parties:

- is the grievance timely? and
- should the board decide in the affirmative, then, to determine if the collective agreement was violated as alleged by the employee?

The arbitration board found that the union had failed to give notice of its desire to arbitrate within the ten-day period specified by the collective agreement and that the company had not waived the union's failure to notify in time. The company, therefore, was found to have preserved its right to object to arbitration. The majority of the arbitration board, however, purported to relieve against the union's untimely notice and held that the board had the power to hear the merits of the grievance.

Legislation Branch

The company then appealed to a judge of the Supreme Court of Ontario to quash the decision of the majority of the arbitration board; the Court refused to do so. The Ontario Court of Appeal affirmed this decision, but granted leave for the company to appeal to the Supreme Court of Canada.

Mr. Justice Judson, speaking for the Supreme Court of Canada, was of the opinion that the decision of the majority of the arbitration board was erroneous on the grounds that:

- the grievance was not timely and the board of arbitration had no power to extend the time;
- the board of arbitration had no power to go beyond the question submitted in the joint statement; and
- the board of arbitration was in breach of a provision of the collective agreement in extending the time and so modifying the terms of the collective agreement.

By way of explanation, Mr. Justice Judson said: "The joint statement makes it clear that the decision on the merits is

to be made only if there is a preliminary finding that the grievance was timely. Once the board found that the grievance was out of time, this should have been the end of the matter. By assuming to relieve against the time limit, the board amended, modified or changed the provisions of the collective agreement in spite of the express provision in the agreement."

Right of Review

The Ontario Court of Appeal, when the appeal from the arbitration award was before it, had held that the appeal failed because the arbitration board was called upon to determine whether the substantive issue raised by the grievance was arbitrable. Because, according to the Court, this was a matter that the arbitration board was entitled to decide under the Ontario Labour Relations Act, the board's decision on the matter was considered not open to review by the courts. The clause states: "Every collective agreement shall provide for the final and binding settlement by arbitration, without stoppage of work, of all differences between the parties arising from the interpretation, application, administration or alleged violation of the agreement, including any question as to whether a matter is arbitrable."

The Supreme Court of Canada did not accept this opinion of the Ontario Court of Appeal. The substantive issue of the grievance—the seniority rights of a particular employee—was clearly arbitrable but, as the arbitration board itself found, the plain fact was that the union was out of time on the fourth step of the grievance procedure. The only issue, on appeal of the award, was whether the arbitration board had power to extend the time limit.

The question also arose whether Sec. 86 of the Ontario Labour Relations Act afforded any foundation for the board's decision. The section reads: "No proceedings under this Act are invalid by reason of any defect of form or any technical irregularity and no such proceedings shall be quashed or set aside if no substantial wrong or miscarriage of justice has occurred."

Mr. Justice Judson found that the whole purpose of Sec. 86 is to require the courts not to quash, by *certiorari* or otherwise, proceedings such as those before the Labour Relations Board because of defect of form or technical irregularity. Sec. 86 does not enable an arbitration board to ignore the plain and emphatic language of the written collective agreement. The case of *Re Galloway Lumber Company and B.C. Labour Relations Board et al*, (L. G. 1965, p. 537) is not contrary to this. The *Galloway* case affirmed a board's action because there was evidence before the board that the grievance procedure had been complied with. In the case at bar, the only possible finding of the arbitration board was that the union had not complied with the grievance procedure.

The Supreme Court of Canada allowed the company's appeal and quashed the decision of the arbitration board that would have waived the admitted fact that the union's notice to arbitrate was out of time. *Regina v. Weiler et al. ex parte Union Carbide Canada Limited*, 68 CLLC, para. 14,137.

Alberta Supreme Court (Appellate Division)

The Appellate Division of the Alberta Supreme Court decided on September 5, 1968, to quash an order of the Alberta Workmen's Compensation Board on the ground of excess of jurisdiction. The board had ordered an employer to make a payment to the accident fund because the death of an employee, who was not using safety equipment required by the board's safety supervisor, "was due entirely or mainly to the failure of the employer to comply with the directions of the board or with the regulations" made under the Alberta Workmen's Compensation Act. The Court held that a requisition written by the safety supervisor was not a direction or regulation of the board within the meaning of the Act. The board, having held to the contrary, exceeded its jurisdiction. Despite the presence of a privative clause in the Act, a superior court has an inherent jurisdiction to quash a decision of the board in which the board exceeds its jurisdiction.

An employee of Foster Wheeler Ltd. was killed on February 16, 1966 on a construction site at Tar Island, Alta. At the time, Foster Wheeler Ltd. was engaged in the construction of some very large boilers, part of a plant being built by another company. The deceased employee was working as a rigger; his duty was to set swing stage platforms for the fitters and welders who were placing and welding platens of pipe into position to form the walls of the boilers.

A safety supervisor of the Alberta Workmen's Compensation Board had inspected the construction site three weeks previously. After inspecting the site, he delivered a written requisition to Foster Wheeler's general superintendent. Part of the requisition required workmen to wear life belts and line grabs attached to an independently anchored ¾" manilla life line while employed on swing stages. The employee who was killed on the site on February 16, 1966, had fallen a considerable distance after one end of a swing stage he was moving became disengaged. The deceased employee had not been instructed by his foreman to use a safety belt attached to a life line. The deceased was not using a safety belt, although there was a belt on the stage from which he fell.

The board held a hearing to determine whether or not a contribution to the accident fund should be levied against Foster Wheeler Ltd. The board's safety supervisor said at the hearing that he had discussed at great length the requisition regarding swing stages with the company's general superintendent. The safety supervisor said that he had pointed out the need for making it a definite policy to have the men on swing stages wear life lines and safety belts.

The company's general superintendent stated at the hearing that he felt that the requisition regarding swing stages did not apply to riggers, that he had no intention of requiring riggers to wear safety belts, and that he felt that safety lines interfered with the riggers' work. He had not advised the board's safety supervisor of these views, however.

The foreman of the construction site, who was a rigger, said at the hearing that there was no reason why riggers could not wear a safety line; it would not interfere with their work.

The board found that the language of the safety supervisor's requisition quite clearly applied to all men working on swing stages, whether they were employed as riggers or otherwise. The board was of the opinion that the death of the employee of Foster Wheeler Ltd. was "due to the company's failure to comply with the requisition", because, had the deceased employee been required to wear a safety belt, he would not have been killed. Under the authority of the Alberta Workmen's Compensation Act, the Board ordered a levy of $3,500 against Foster Wheeler Ltd.

Levy Appealed

Foster Wheeler Ltd. applied by way of *certiorari* to the Alberta Supreme Court to quash the order of the Alberta Workmen's Compensation Board. The application was dismissed. The company then appealed to the Appellate Division.

To Chief Justice Smith, speaking for the Appellate Division, it appeared that the board had come to the conclusion that "the accident was due entirely or mainly to the failure of the employer to comply with the directions of the Board or with the regulations made under the Alberta Workmen's Compensation Act." The question

refore arose whether the requisition of board's safety supervisor was "direcs of the board" or "regulations of board."

he board contended that the provisions the Act were wide enough to enable r safety supervisor to issue directions the board and that the requisition was h a "direction." The board, or any mber of it, or any person authorized it for that purpose, might make an ection. The board might "order the allation or adoption of such appliances devices" as were "in the opinion of board necessary for the prevention of dents." It was clear that the board's ty supervisor himself, having inspected site and having attended a safety eting with some of the employees, nposed, wrote and delivered the resition to Foster Wheeler's general erintendent.

Chief Justice Smith, however, was satisthat the requisition was not a direcof the board, and that the provision not broad enough to authorize the ty supervisor to issue such a direction ehalf of the board. The board did not tend that there had been any delega of authority from it to the safety ervisor to issue such a direction.

n determining whether the safety superr had enacted a "regulation," Chief ice Smith looked at definitions of the d. He considered the general definition owitt's *Dictionary of English Law* to clear and satisfactory. "Regulations" defined in the dictionary as "subnate legislation by government dements under the authority of Acts of iament." "Regulations" are defined e Alberta Workmen's Compensation as being "made by the Board under authority of this Act, so long as and he extent that they, under and by the authority, remain in effect."

o Chief Justice Smith it was clear that word "regulation", as used in the rkmen's Compensation Act, means a lation as defined in the Alberta Regu ns Act, S.A. 1957, c. 78. The Regula s Act requires that regulations be stered with the Registrar of Regula s and published in the *Alberta Gazette*. f Justice Smith found that the reition of the Board's safety supervisor not been published in the *Alberta ette;* he thought it proper to infer that requisition was not registered under Regulations Act.

e concluded: "I am satisfied that board itself must enact regulations, her of general or special application, that the report made by the safety rvisor was not a regulation of the d. I fail to see how it can possibly within the definition of 'regulation' he Regulations Act, or within the ition of 'regulation' in Lord Jowitt's Dictionary; it can hardly be described as 'subordinate' legislation by a government department 'under the authority of Acts of Parliament.' "

Question of Jurisdiction

Having concluded that the safety supervisor's requisition was not a direction or regulation of the board, Chief Justice Smith turned to the question of whether the board had exceeded its jurisdiction in ordering a levy against Foster Wheeler Ltd. as a contribution to the accident fund. The issue in the Alberta case of *R. ex rel. Davies v. McDougall Construction Co. Ltd.*, (1930) 1 D.L.R. 621; (1929) 3 W.W.R. 650, was found to be very similar to the main issue in the case at bar. The relevant legislation in the McDougall case, the Alberta Workmen's Compensation Act (Accident Fund), R.S.A. 1922, c. 177, contained a privative clause that read: "The board shall have exclusive jurisdiction to examine into, hear and determine all matters and questions arising under this Act, and the action or decision of the board thereon shall be final and conclusive and shall not be open to question or review in any Court."

Another provision of that Act stated: "The board may make such regulations and prescribe such forms as may be deemed expedient for carrying out the provisions of this Act."

In the *McDougall* case, former Chief Justice Harvey said that: "The board's jurisdiction is limited to 'matters arising under this Act' and its regulations are to be for the purpose of 'carrying out the provisions of this Act.'"

"It would be unreasonable to think that when the legislature created a board with extensive powers such as this, without control other than that of its creator, it intended to permit it to act even beyond these powers, but on the other hand it must be assumed that it considered it had the right to rely on its Superior Court to exercise the power that it possesses to prevent where necessary any acts of any board beyond its jurisdiction. If the board's acts have been in excess of the authority given it by the Act, I have no doubt this Court may so declare and prevent effect being given to them."

In the *McDougall* decision, it was concluded that the questioned regulation of the board was unauthorized and invalid.

In the case at bar, Chief Justice Smith was of the view that the *McDougall* case still contains an accurate statement of the law and is consistent with a number of recent cases in the Supreme Court of Canada, including the cases of *Toronto Newspaper Guild v. Globe Printing Co.* (L.G. 1953, p. 1174); *Farrell et al. v. Workmen's Compensation Board* (L.G. 1962, p. 539); *Workmen's Compensation Board v. Rammell*, (1962) 31 D.L.R. (2d) 94; (1962) S.C.R. 85; (1962) 37 W.W.R. 49; *Commission des Relations Ouvrières du Québec v. Burlington Mills Hosiery Co. of Canada Ltd.* (L.G. 1965, p. 52); *Re Galloway Lumber Co. Ltd. and British Columbia Labour Relations Board et al.* (L.G. 1965, p. 537); and *Jarvis v. Associated Medical Services Ltd.* (L.G. 1964, p. 588).

The relevant legislation in the case at bar, the Alberta Workmen's Compensation Act, R.S.A. 1955, c. 370, contains a privative provision in Sec. 10(1): "The board has exclusive jurisdiction, either with or without notice to any person or persons interested, to examine, inquire into, hear and determine, all matters and questions arising under this Act, and the action or decision of the board thereon is final and conclusive and is not open to question or review in any court, and no proceedings by or before the board shall be restrained by injunction, prohibition or other process or proceedings in any court or are removable by *certiorari* or otherwise into any court, nor shall any action be maintained or brought against the board or any commissioner in respect of any act or decision done or made in the honest belief that it was within the jurisdiction of the board."

Board Exceeded Jurisdiction

It was clear to Chief Justice Smith that the board had made an error in law in statutory interpretation and had exercised power beyond that conferred by the statute. The board had power to compel a contribution by the employer only if the "accident was due entirely or mainly to the failure of the employer to comply with directions of the board or with the regulations made under the Act," but the safety supervisor's requisition was not a direction or a regulation of the board. Chief Justice Smith concluded: "This, in my opinion, was a 'collateral' or 'preliminary' or 'jurisdictional' question, and the superior court has jurisdiction to hold that the Workmen's Compensation Board exceeded its jurisdiction. In my view, it is clear that the extent of the board's jurisdiction to levy and collect a portion of the cost of compensation was fixed by the Act and that jurisdiction cannot be enlarged by a mistaken view of the statutory provision. The board's order was made in excess of its jurisdiction.

The Appellate Division of the Alberta Supreme Court allowed the appeal of Foster Wheeler Ltd. and quashed the order of the Alberta Workmen's Compensation Board that would have levied a contribution to the accident fund by the company. *Regina v. Workmen's Compensation Board, Ex parte Foster Wheeler Ltd.*, (1968) 70 D.L.R. (2d), Part 4, p. 313; (1969) 66 W.W.R., Part 2, p. 79.

Decisions of the Umpire

CUB 2793

The claimant, a pulp mill worker, became ineligible for unemployment insurance when a pulp mill where he worked closed down in sympathy with a sawmill strike, and he could not prove that he was not involved in the dispute.

The same company owned the two mills. The employees of the sawmill were represented by the International Woodworkers of America, and the pulp mill employees were represented by the Pulp and Paper Workers of Canada.

At an appointed time, the sawmill employees set up a picket line at the main artery leading to both mills. The pulp mill employees came to work for their midnight shift, and when the day shift workers did not report, the night crew continued to work until 4 p.m. When no one relieved the night crew, the management was forced to close the pulp mill.

The claimant, an official of the Pulp and Paper Workers union, said that the company and PPW union officials had met and that the company was served with a 48-hour strike notice by the IWA. He stressed that the company at that time had decided that, as a shutdown of the pulp mill was contemplated in the near future, it would close the mill as soon as an IWA picket line had assembled at the one road that lead to both mills. The company was apparently asked if the IWA could place a picket line on the sawmill road so that it would not affect the other mill, but this was refused.

At the company's request, the PPW officers agreed to make arrangements with the IWA to permit necessary crews through the picket line so that the pulp mill could be shut down in an orderly manner. The president of PPW was given a list of job categories and the approximate time needed to close the mill. Arrangements were made for two PPW officers to be present on the strike line to explain which pulp mill workers would be allowed to work. The IWA started its picket line at 7 p.m. and the two officers were present when the shift changed at midnight; but with the arrival of the day crews, it became impossible for the union men to explain to everyone which men were required in the pulp mill and which were not. Some men were turned back and others were given wrong information. A number of the men who had come on at midnight were not relieved, and, under the provisions of the labour agreement in force at the pulp mill, were obligated to continue working until 4 p.m.

The union then contacted the necessary number of men, and the mill was closed in an orderly manner.

"In view of these circumstances," the claiment said, " it is hoped that none of our members will be disqualified [from receiving] unemployment insurance benefits."

The company's industrial relations manager contended that PPW members were not eligible for unemployment insurance benefits because it had been agreed that the mill would be closed for one week only. The company's fears that market conditions might force further shutdowns did not materialize, he said, and the mill resumed operations after the brief shutdown, only to be forced to close again when the pulp mill employees did not come to work.

The claimant still maintained that PPW did not have any dispute with the company, and had asked that the picket line be placed on the sawmill road artery so that the pulp mill workers would not be involved in the dispute when they crossed the general picket line. This request, he said, had been refused by the company.

The board of referees decided that the claimant lost his employment because of a labour dispute and that he should not be disqualified under the Unemployment Insurance Act. They allowed the appeal.

In his appeal to the umpire, the unemployment insurance officer said in part that "the board's decision does not appear to have given full weight to the facts indicating that the company would have continued to operate the pulp mill if the pulp mill workers had been prepared to continue to work."

The umpire then received a statement of observations, four affidavits and several exhibits that were submitted on behalf of the employer. When the appeal was heard in the presence of lawyers for the claimant, the union, the company and the Commission, the lawyer for the claimant protested that the employer "had no status at all in the case," that the affidavits contained no new facts, and that if they did, the case should be referred back to the board of referees. He pointed out also that the hearing was not a trial *de novo*, and that the board's decision on a question of fact was binding on the umpire.

In dealing with these objections, the umpire said that an employer is a person having "an immediate interest," and is therefore entitled to file a statement of observations. This did not mean, he said, that any party could withhold evidence from one inquiry and present it to a later one as new information. Even the finding of the board of referees were not binding on the umpire, he said, especially if he discovered that the facts did not support their findings, or that the board had overlooked or misinterpreted some material.

Turning his attention to the case, the umpire said that the pre-strike discussion between the PPW officers and the company left no doubt that the pulp mill workers would honour the sawmill picket line if it were set up on the main artery leading to the company property.

He said that the work stoppage at the pulp mill was the direct result of the picket line. "There was a voluntary withdrawal of labour by the pulp mill workers in honouring the picket line, and I find consistent with established jurisprudence, that this amounted to participation by them in the labour dispute with the employer. Therefore, my decision is to reverse the decision of the board of referees and to allow the insurance officer's appeal.

Railway Arbitration

Cases 137 to 141

Five disputes were dealt with by the anadian Railway Office of Arbitration hearings in Montreal on January 14, 969. The cases involved yard-crew sizes, ntracting-out, company control over a nion notice board, rates of pay in feeding rs, and deduction of time from a crew's aim.

The arbitrator dismissed the grievances four cases. Summaries of the five cases llow.

CASE NO. 137

Dispute between the Canadian National Railway Company and the Brotherhood of Railroad Trainmen over whether the company violated the collective agreement by not using a full crew consisting of one foreman and two helpers on two shifts.

Four yardmen each claimed eight hours a yard helper's pro rata rate of pay for a day when a self-propelled trackmobile was operated on two shifts. A yard foreman was used with the trackmobile on each shift. The brotherhood contended that a full crew, consisting of a yard foreman and two yard helpers, should have been used.

The article to which the brotherhood referred calls for a three-man yard crew except where special arrangements are made. But the arbitrator asked, "Was a 'yard crew' required at all in the circumstances of this case?" The arbitrator then referred to two previous arbitration cases involving self-propelled equipment. In these cases, the arbitrator ruled that this equipment was not subject to the article of the agreement, and the arbitrator in this case found that there was no substantial difference with the present case.

The arbitrator noted that "the brotherhood has from time to time given indications that it does not regard (the article) as applying, at least in general, to situations involving the use of self-propelled equipment. In the most recent negotiations, the brotherhood has asked that a trackmobile crew consist of a yard foreman and one helper. The Canadian Railway Board of Adjustment No. 1 has ruled that this was the size of the crew for trackmobile operation "in a particular location." The arbitrator dismissed the grievance.

CASE NO. 138

Dispute between the Canadian National Railway Company and the Canadian Brotherhood of Railway, Transport and General Workers over the use of shore-based, non-railway workers to work on ships while the ships are in port.

The brotherhood protested a company proposal to contract out the cleaning of parts of passenger ships while the ships were in port. The company went ahead and re-introduced a former work method by employing 12 women in two ports to clean public areas of the ships, contending that the work did not come under the jurisdiction of employees represented by the brotherhood.

The work performed by the women was work that had previously been done by railway employees, but no member of the bargaining unit had been displaced. The company found that there was not enough time during turnaround to allow the regular staff to do the work.

The arbitrator found that there was nothing in the collective agreement that implied a prohibition of contracting-out. He said that no such prohibition was contemplated by the parties to the present agreement. The brotherhood, he said, had sought on three occasions for the insertion of provisions related to contracting-out, but there was none in the present agreement, "and in all the circumstances I can only conclude that none was intended." He dismissed the grievance.

CASE NO. 139

Dispute between the Canadian National Railway Company and the Canadian Brotherhood of Railway, Transport and General Workers over the suspension of a warehouseman who refused to move a notice from the local's notice board.

The warehouseman, the local chairman, placed a notice on the notice board telling fellow workers not to use certain coding booklets. The company considered the notice inflammatory, and the warehouseman was asked to remove the notice. The company removed the notice when the warehouseman refused. Next day he posted another notice telling what had happened. He was then suspended for five days.

The collective agreement says that a notice board should be supplied by the employees for their use; and it is the property of the union. The company contended that any notices other than those concerning union meetings or social events must be approved by a company official. To support this position, the company referred to a directive issued in 1959, and on instructions governing the use of the boards sent to a number of general managers in 1925.

But the arbitrator said that company directives cannot alter the meaning of an article in the collective agreement, and that the policy expressed in the directives was not in accordance with the provisions of the article. The notices, he said, must be of interest to employees, and the notices in question were. "In my opinion they are not 'inflammatory' and do not incite employees to any violation of the collective agreement." The arbitrator concluded that the warehouseman did not make improper use of the notice board and found no evidence that operations were affected by the notice. "I am unable to conclude that the grievor's refusal to remove the notice was improper." The arbitrator allowed the grievance.

CASE NO. 140

Dispute between the Canadian Pacific Railway Company (S.D., P.C. and N.S.) and the Brotherhood of Railroad Trainmen over the right of the company to pay buffet car rates of pay to employees working on certain dome-parlour cars.

The cars in question have 19 lounge seats in the parlour section and 23 seats in the feeding section, and buffet car rates are paid to employees working in these cars. The company considers that these cars are coffee shop cars as provided in the collective agreement. The cars are dual-service cars, not entirely devoted to meal service.

The car serves the same type of food as the food served in a coffee shop car, as stated in the collective agreement. The food served is not an "elaborate menu of five courses" as served in the cafe car but the brotherhood asked for cafe car rates to be paid in the dome-parlor cars.

The arbitrator concluded that the cars in question are coffee shop cars and that the employees are properly paid buffet car rates. The grievance was dismissed.

CASE NO. 141

Dispute between the Canadian Pacific Railway Company (S.D., P.C. and N.S.) and the Brotherhood of Railroad Trainmen over the right of the company to deduct time from the claims of a crew.

The crew arrived at its destination at 2 a.m., 2 hours and 55 minutes late, and claimed continuous time until arrival. Time beyond the regular arrival time of the train was disallowed by the company.

The brotherhood contended that the company was in violation of two articles of the collective agreement. The first says that "time will be computed as continuous from time required to report for duty at designated terminal until released at other designated terminal subject to deductions for rest periods en route and at turn-around point. No deductions for release time less than two hours will be made." The other article states that "where overnight travel is involved, a maximum of eight hours may be deducted for rest between the hours of 10 p.m. and 6 a.m."

The arbitrator, in reaching his decision, relied on the results of three other cases. In one of these cases, it was held that the deduction of two hours and one minute's rest was properly made..

The results of the other cases apply "precisely in the instant case," the arbitrator said. "It was not argued that those decisions are wrong, and in my opinion, I should follow such decision unless persuaded that they are wrong." So he concluded that payment was made in accordance with the agreement.

Wage Behavior

Continued from page 219

trade have followed the manufacturing "pattern?"

The cost-push doctrine assumes that "pattern-setting" or "key" industries initiate high wage increases that are passed on to other industries. This, however, has not yet been statistically demonstrated in Canada. Although the limited Canadian research into the subject does not decisively prove that there is no "spillover" phenomenon in Canada, the existence of widespread wage spillover in Canada will need a lot of proving.

Whatever the possible absence of wage spillover may mean for the validity of the wage-push doctrine in Canada, it does have a significant bearing on efforts to influence wage behaviour through guidelines. The successful application of guidelines requires effectively influencing "key" wage decisions, the effect of which will be transmitted throughout the economy. If no such transmission takes place, guidelines will need reinforcement by other forms of voluntary persuasion if they are to be successful.

The Canadian wage system has exhibited more flexibility and greater responsiveness to changing economic circumstances than has generally been the case in the western European countries and even in the United States, Mr. Porter said. Canadian wages appear to be somewhat more sensitive to inflation and less to unemployment than European wages, suggesting an upward flexibility in our wages. The wages appear to show a stronger association with employment change than is the case in Europe, and Mr. Porter believed this to be true in the matter of shifting skill and occupational requirements.

The Canadian labour market, he said, is a pretty restless one. Young people change jobs frequently in their first years of employment, and a good many workers covered by unemployment insurance change jobs at least once a year. Mr. Porter estimated that the rate of emergence of new jobs and skills is relatively higher in Canada than in most western European countries. Indeed, he said, Canadian labour markets are in a state of dynamic disequilibrium.

Relative wages, he said, have a function in retaining workers in their present employment, and because there is evidence of greater changes in employers' labour requirements and of workers' job aspirations in Canada than in many other countries, we must expect frequent shifts in relative wages. Mr. Porter agrees that an incomes policy that does not manage to adjust earnings differentials to the shifting demand for labour "may well get into trouble."

Wage Schedules Prepared In December

During December, the Department of Labour prepared 203 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada for works of construction, remodelling, repair or demolition, and certain services.

In the same period, 192 contracts in these categories were awarded. In addition, 164 contracts containing the General Fair Wages Clause were awarded by Central Mortgage and Housing Corporation and the Departments of Defence Production, Fisheries, Post Office, Public Works and Transport.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned, or to others who have a bona fide interest in the execution of the contract.

Contracts awarded in December for the manufacture of supplies and equipment were:

Department	*No. of Contracts*	*Aggregate Amount*
C.M.H.C.	1	$ 1,573.12
Defence Production	54	125,985.00
Post Office	7	273,817.89

During December, the sum of $5,310.13 was collected from 19 contractors for wage arrears owing their employees as a result of the failure of the contractors, or their subcontractors, to apply the wage rates and other conditions of employment required by the schedule of labour conditions forming part of their contract. This amount is for distribution to the 162 workers concerned.

Salaries Replace Wages In Pulp and Paper Industry

Weekly salaries instead of hourly rates have been approved by Local 972 of the International Brotherhood of Pulp, Sulphite and Paper Mill Workers in a new agreement with Nova Scotia Pulp Ltd., Port Hawkesbury, N.S. Other eastern Canadian newsprint companies have also converted to weekly salaries. (L.G., Oct. 1968, p. 575). The new agreement calls for a general increase equivalent to 45 cents an hour spread over the three years of the contract. By January 1, 1971, the base wage rate will be $3.08 an hour and the tradesman rate will be $4.26 an hour. The contract covers 424 union members.

Certification

fore the CLRB

The Canada Labour Relations Board for two days during January. It nted three applications for certification, cted two, and ordered one representa- vote and the revocation of a previous ification. During the month, the Board eived seven applications for certifica- and one application for revocation.

plications for Certification Granted

. Truckers, Cartagemen, Construction Building Material Employees, Local , International Brotherhood of Teams- , Chauffeurs, Warehousemen and pers of America on behalf of a unit drivers employed by Veteran Transfer ., Edmonton, Alta. (L.G., Feb., p.104). MacMurchy, *et al.*, employees of the npany, had intervened.

. International Longshoremen's As- iation, Local 1931, on behalf of a unit employees of Albert G. Baker Limited Eastern Canada Stevedoring Ltd., ployed in the Port of Quebec, Que. G., Feb., p. 104).

. International Brotherhood of Boiler- kers, Iron Ship Builders, Blacksmiths, gers and Helpers, Lodge 359, on behalf a unit of personnel employed in the kon Territory by Foresteel Industries ited, Montreal, Que. (L.G., Feb., p. 104)

plications for Certification Rejected

. General Truck Drivers and Helpers on, Local 31, International Brother- d of Teamsters, Chauffeurs, Ware- semen and Helpers of America, ap- ant, and B.D.C. Ltd., Vancouver, B.C., ondent (L.G., Mar., p. 175). The ap- ation was rejected because it was not ported by a majority of the employees ible to cast ballots in a representation e conducted by the Board.

. United Steelworkers of America, licant, and Quebec North Shore and rador Railway Company, Sept-Iles, ., respondent (L.G., Jan., p.33). The lication was rejected because the Board of the opinion that the crew clerks lied for do not comprise a unit sepa- ly appropriate for collective bargaining.

resentation Vote Ordered

. Office and Professional Employees' rnational Union, Local 265, applicant, J. C. Malone & Company (1959) ited, Trois-Rivières, Que., respondent G., Jan., p. 33) (Returning Officer: . Payne).

Revocation of Certification Ordered

Following upon evidence adduced in other proceedings at a hearing on January 15, 1969, the Board directed the revocation of a certificate granted by the Board on September 16, 1959 to the North Shore Railway Association on behalf of a unit of employees of the Quebec North Shore and Labrador Railway Company, Sept-Iles, Que. (L.G. 1959, p. 1176). The Board stated that it was of the opinion that the association no longer represents the majority of the employees for which it was certified.

Applications for Certification Received

1. Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees, on behalf of a unit of employees of R E A Express (Canada) Ltd., Mississauga, Ont. (Investigating Officer: K. Hulse).

2. Office and Technical Employees' Union, Local 15, Office and Professional Employees' International Union, on behalf of a unit of office personnel employed by Gill Interprovincial Lines Ltd., North Burnaby, B.C., in its Vancouver terminal (Investigating Officer: D. H. Cameron).

3. Winnipeg Flying Club Instructors' Association, on behalf of a unit of flying instructors employed by the Winnipeg Flying Club, Winnipeg, Man. (Investigating Officer: A. E. Koppel).

4. Burin Seafood Workers, Local 1251, Amalgamated Meat Cutters and Butcher Workmen of North America on behalf of a unit of crew members working on fishing trawlers at Burin, Nfld., for Fishery Products Limited, St. John's Nfld. (Investigating Officer: W. J. Gilles).

5. General Truck Drivers' Union, Local 938, Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America on behalf of a unit of employees of Tudhope Cartage Limited, Parry Sound, Ont. (Investigating Officer: H. A. Fisher).

6. Seafarers' International Union of Canada on behalf of a unit of unlicensed personnel employed by Nanaimo Marine Services Ltd., Nanaimo, B.C. (Investigating Officer: D. H. Cameron).

7. Seafarers' International Union of Canada on behalf of a unit of unlicensed personnel employed by Reid Towing Company, Vancouver, B.C. (Investigating Officer: D. H. Cameron).

Application for Revocation

Fleet Express Lines Ltd., North Burnaby, B.C., applicant employer, and General Truck Drivers and Helpers Union, Local 31, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, respondent union. The application seeks revocation of the Board's order of February 17, 1965, certifying the respondent union as the bargaining agent of a unit of drivers and other employees working in and out of the Vancouver terminal of Fleet Express Lines Ltd. (L.G. 1965, p. 340).

This section covers proceedings under the Industrial Relations and Disputes Investigation Act involving the functions of the Canada Labour Relations Board, for which the Employee Representation Branch of the Department is the administrative agency.

Insurance Registrations And Other UIC Statistics

On December 31, insurance books or contribution cards had been issued to 4,918,442 employees who had made contributions to the Unemployment Insurance Fund since April 1, 1968.

On the same date, registered employers numbered 394,640, a decrease of 192 since November 30, 1968.

During November and December, 44,442 investigations were finalized across Canada. Of these, 30,916 were investigations on premises and 6,228 were spot checks of claims to verify the fulfilment of statutory conditions. The remaining 3,193 formal investigations and 4,105 postaudit investigations were in connection with claimants suspected of making false statements to obtain benefits.

Punitive disqualifications as a result of claimants making false statements or misrepresentations numbered 3,044.

Prosecutions were commenced in 361 cases, all against claimants.* This does not include employer prosecutions commenced by the Revenue Branch.

Revenue received by the Unemployment Insurance Fund in December totalled $55,652,120.58 compared with $50,482,747.01 in November and $36,406,398.89 in December 1967.

Benefits paid in December totalled $30,800,219.41 compared with $20,622,847.43 in November and $26,580,681.74 in December 1967.

The balance in the Fund on December 31 was $426,134,919.94 compared with $401,283,018.77 on November 29 and $369,641,146.33 on December 31, 1967.

* These do not necessarily relate to the investigations conducted during this period.

Conciliation

Before the Minister of Labour

During January, the Minister of Labour appointed conciliation officers to deal with the following disputes:

1. Canadian Westinghouse Company Limited, Atomic Fuel Plant, Port Hope, Ont., and the International Union of District 50, United Mine Workers of America (Conciliation Officer: H. A. Fisher).

2. Canadian Freightways Limited, Calgary, Alta., and Los Angeles-Seattle Motor Express Incorporated, Burnaby, B.C., and Office and Technical Employees' Union, Local 15 (Conciliation Officer: D. H. Cameron).

3. British Columbia Telephone Company, Vancouver, and Federation of Telephone Workers of British Columbia (Plant Division) (Conciliation Officer: D. S. Tysoe).

4. MacCosham Van Lines (Calgary) Ltd., and the Truckers, Cartagemen, Construction & Building Material Employees, Local 362 (Conciliation Officer: D. H. Cameron).

5. MacCosham Van Lines (Edmonton) Ltd., and the Truckers, Cartagemen, Construction & Building Material Employees, Local 362 (Conciliation Officer: D. H. Cameron).

6. British Columbia Telephone Company, Vancouver, and Federation of Telephone Workers of British Columbia (Traffic Division) (Conciliation Officer: D. S. Tysoe).

7. Denison Mines Limited, Elliot Lake, Ont., and United Steelworkers of America (Office and Technical Unit) (Conciliation Officer: K. Hulse).

8. British Columbia Telephone Company, Vancouver, and Federation of Telephone Workers of British Columbia (Clerical Division) (Conciliation Officer: D. S. Tysoe).

9. Bushnell TV Co. Limited, CJOH-TV, Ottawa, Ont., and National Association of Broadcast Employees and Technicians (Conciliation Officer: H. A. Fisher).

10. John A. Snow, Willowdale, Ont., and Warehousemen and Miscellaneous Drivers, Local 419 (Conciliation Officer: T. B. McRae).

11. North Shipping and Transportation Limited, Quebec, Que., and Seafarers' International Union of Canada (Conciliation Officer: C. E. Poirier).

12. Consolidated Aviation Fueling and Services Limited, Montreal International Airport, Dorval, Que., and Lodge 2301, International Association of Machinists and Aerospace Workers (Conciliation Officer: C. E. Poirier).

This section covers proceedings under the Industrial Relations and Disputes Investigation Act involving the administrative services of the Minister of Labour and the Conciliation and Arbitration Branch of the Department.

Settlements by Conciliation Officers

1. McCosham Van Lines (Edmonton) Ltd., and the Truckers, Cartagemen, Construction & Building Material Employees, Local 362 (Conciliation Officer: D. H. Cameron) (see above).

2. General Aviation Services Ltd., Montreal International Airport and Lodge 2300, International Association of Machinists and Aerospace Workers (Conciliation Officer: C. E. Poirier, reassigned to S. T. Payne) (L.G., March, p. 176).

3. Denison Mines Limited, Elliot Lake, Ont., and the United Steelworkers of America (Conciliation Officer: K. Hulse) (L.G., Feb., p. 105).

4. Nordair Limited, Montreal International Airport, and Canadian Air Line Pilots' Association (pursuant to Agreement Sec. 19.B.4, concerning rates of compensation to apply to the Boeing 737 aircraft) (Conciliation Officer: C. E. Poirier) (L.G., Feb., p. 105).

5. Canadian Transit Company, Windsor, Ont., and Local 880, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation officer: T. B. McRae) (L.G., Feb., p. 105).

6. New Brunswick Broadcasting Company Limited, (CHSJ-TV), and National Association of Broadcast Employees and Technicians (Conciliation Officer: D. T. Cochrane) (L.G., Jan., p. 33).

7. Canadian Broadcasting Corporation and Canadian Union of Public Employees (Conciliation Officer: C. E. Poirier) (L.G., Jan., p. 33).

8. Trove Transport Limited (maintenance division), Pembroke, Ont., and Local 91, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: K. Hulse) (L.G., Dec. 1968, p. 711).

9. Trove Transport Limited (maintenance division), Ottawa, Ont., and Local 91, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: K. Hulse) (L.G., Sept. 1968, p. 544).

Board Reports Received

1. Maple Leaf Mills Limited, St. Boniface, Man., and Local 534, United Packinghouse, Food and Allied Workers (L.G., Feb., p. 105).*

2. Canadian Broadcasting Corporation, and National Association of Broadcast Employees and Technicians (Watchmen, Montreal, Que.) (L.G., Nov. 1968, p. 650).†

3. Ogilvie Flour Mills Company Limited, Winnipeg, Man., and Local 520, United Packinghouse, Food and Allied Workers (L.G., Feb., p. 105).*

Settlement by Mediation

Major Canadian Railways and Associated Non-Operating Railway Unions (W. P. Kelly, Director, Conciliation and Arbitration Branch, acted as special mediator).

Negro Unemployment Shows Sharp Drop

Unemployment in Negro ghetto areas in the United States declined sharply from October 1967 to October 1968. A report prepared by the U.S. Department of Labor's Bureau of Labor Statistics said that the unemployment rate for Negroes living in slum communities declined from 9.2 per cent to 6.9 per cent; conversely, the jobless rate for white slum dwellers "was not significantly changed" from 5.2 per cent a year ago, the report said.

A spokesman for the Department said that the reduced rate among the Negro unemployed indicated that federally sponsored Equal Employment Opportunity programs "may at least be making a dent in the ranks of the hard core unemployed." The greatest decrease in unemployment was among Negro teen-agers, whose unemployment rate dropped from 34.8 per cent to 25.9 per cent. The rate for white teen-agers continued at 14.8 per cent.

* Full text appears in Supplement No. 1, 1969.
† Full text appears in Supplement No. 6, 1968.

Publications

the Library

List No. 241

he publications listed below are not for sale by the Depart-t of Labour. Persons wishing to purchase them should municate with the publishers. Publications listed may be owed by making application to the Librarian, Department abour, Ottawa. Applicants must apply through the Library heir organization. Applications for loans should give the ber (numeral) of the publication desired and the month in ch it was listed in the LABOUR GAZETTE.

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CANADA. DEPARTMENT OF TRADE AND COM-RCE. *Annual Report of the Minister of Trade and Com-e under the Corporations and Labour Unions Returns Act. 1. Corporations, 1964. Rapport annuel du Ministre du merce présenté sous l'empire de la Loi sur les déclarations corporations et des syndicats ouvriers. Partie 1 (Corpora-), 1964.* Ottawa, 1968. Pp. 93.

CANADA COUNCIL. *Eleventh Annual Report, 1967-.* Ottawa, 1968. Pp. 167.

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8. GREAT BRITAIN. SOCIAL SCIENCE RESEARCH COUNCIL. *Report, April 1967/March 1968.* London, HMSO, 1968. Pp. 42.

9. QUEBEC (PROV.). BUREAU DE LA STATISTIQUE. *Conditions de travail dans les industries du Québec, 1966.* Québec, Ministère de l'Industrie et du Commerce, 1968. 2 volumes.
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15. MacLEOD, BETTY BELLE (ROBINSON). *A History of Canadian Economic Development with Special Reference to Immigration.* Ann Arbor, Mich., University Microfilms, 1968. Pp. 446.

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This volume contains written evidence submitted by witnessess [to the Royal Commission] who gave oral evidence, which had not been previously published by H. M. Stationery Office, and written evidence of certain witnesses not called to give oral evidence.

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The occupations described in this book are listed in six sections: community and organization relations; communications and creative arts; health and paramedical; service careers; business, finance and office; and science and technical.

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35. *Future of bargaining*, by Harry Waisglass (Photograph of Mr. Waisglass included). (IN TEAMWORK IN INDUSTRY, July-Aug. 1968, p. 2).

36. *Mr. Mackasey goes to Ottawa*, by Christina Newman. (IN SATURDAY NIGHT, Feb. 1969, p. 28-31).
Mrs. Newman interviews the federal Minister of Labour.

37. *Provincial minimum wage rates.* (IN CANADA. DEPARTMENT OF LABOUR LEGISLATION BRANCH REFERENCE SERIES, Jan. 1, 1969).

38. *The Public Service Alliance of Canada*, by Claude A. Edwards. (IN INDUSTRIAL RELATIONS QUARTERLY REVIEW, Oct. 1968, p. 624-641).
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39. *Theory and research in the field of industrial relations*, by Syed Hameed. (IN BRITISH JOURNAL OF INDUSTRIAL RELATIONS, July 1967, p. 222-236).

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ındamental Social Rights

ınd the Canadian Welfare Council

guaranteed minimum income for all adians as a basic social right has been mmended by the Canadian Welfare ncil in a special report titled *Social cies for Canada*, released on January The Council believes that this should the form of either universal flat-rate nents, or of a negative income tax for ne whose income falls below an olished floor.

he Canadian Welfare Council review cial policies in Canada began in June after the establishment of a special ect committee headed by Ottawa er B. M. Alexander, a former presi-of the Council.

lieving that Canadians should have amental social rights in addition to and political rights, the Council e several recommendations:

family and youth allowances should substantially increased, with such vances treated as taxable income, and with a reduction in the $300 income tax deduction for each dependent child. At present, family allowances range from $6 to $8 a child up to the age of 16, with youth allowances of $10 paid to students aged 16 and 17.

• increases in the flat-rate old age security pensions should be equal to the full amount of consumer price increases rather than the current 2 per cent maximum annual increase.

• hospital insurance and medicare costs should be financed out of general revenues rather than through the payment of premiums.

• mental and tuberculosis hospitals should be included in hospital insurance coverage under the Hospital Insurance and Diagnostic Services Act.

• medicare should be extended in stages to include other health personnel such as dentists, opticians, occupational therapists, physiotherapists and clinical psychologists.

• insurance for loss of income through childbirth or sickness should be made available through a public, earnings-regulated sickness insurance program, or by requiring employers to provide salary continuation plans under private auspices.

• family planning and birth control information should be an integral part of public health and welfare programs.

• a nation-wide study of Canada's social security system should be undertaken jointly by the federal and provincial Governments.

A similar review of federal policies has been carried out for the Government by Dr. Joseph Willard, Deputy Minister of National Health and Welfare. His three-volume report is now before the Cabinet committee on social policy, and according to Health and Welfare Minister John Munro, could provide the basis for legislation presented to the House of Commons.

Labour Statistics

Principal Items	Date	Amount	Percentage Change From Previous Month	Percentage Change From Previous Year
		(in thousands)		
TOTAL CIVILIAN LABOUR FORCE*	January 18	7,891	− 0.6	+ 4.3
Employed	January 18	7,424	− 1.9	+ 4.6
Agriculture	January 18	451	− 3.4	− 1.8
Non-agriculture	January 18	6,973	− 1.8	+ 5.0
Paid workers	January 18	6,452	− 1.7	+ 5.2
At work 35 hours or more	January 18	5,903	− 3.2	+ 4.4
At work less than 35 hours	January 18	1,203	− 3.8	+ 6.0
Employed but not at work	January 18	318	+46.5	+ 2.3
Unemployed	January 18	467	+25.2	+ 0.6
Atlantic	January 18	63	+40.0	− 6.0
Quebec	January 18	187	+23.0	+12.7
Ontario	January 18	111	+27.6	− 7.5
Prairie	January 18	53	+17.8	+ 1.9
Pacific	January 18	53	+20.5	−10.2
Without work and seeking work	January 18	429	+25.1	+ 2.9
On temporary layoff up to 30 days	January 18	38	+26.7	−19.2
INDUSTRIAL EMPLOYMENT (1961 = 100)	December	121.6	− 3.2	+ 0.9
Manufacturing employment (1961 = 100)	December	121.2	− 2.3	+ 1.2
IMMIGRATION	Year 1968	183,974	—	−17.5
Destined to the labour force	Year 1968	95,446	—	−20.2
STRIKES AND LOCKOUTS				
Strikes and lockouts	January	65	+12.1	+16.1
No. of workers involved	January	10,155	−23.0	−48.6
Duration in man days	January	127,200	+21.2	−38.7
EARNINGS AND INCOME				
Average weekly wages and salaries (ind. comp.)	December	$109.73	− 3.3	+ 7.1
Average hourly earnings (mfg.)	December	$ 2.69	+ 1.5	+ 7.6
Average hours worked per week (mfg.)	December	37.7	− 7.8	− 2.6
Average weekly wages (mfg.)	December	$101.48	− 6.6	+ 4.9
Consumer price index (1949 = 100)	January	122.6	+ 0.2	+ 3.8
Index numbers of weekly wages in 1961 dollars (1961 = 100)	October	119.2	+ 0.3	+ 3.8
Total labour income (thousands of dollars)	October	306.4	− 0.7	+ 9.0
INDUSTRIAL PRODUCTION				
Total (average 1949 = 100)	December	162.8	− 4.6	+ 6.2
Manufacturing	December	159.4	− 6.7	+ 5.8
Durables	December	178.1	− 8.1	+ 4.1
Non-durables	December	144.0	− 5.3	+ 7.5
NEW RESIDENTIAL CONSTRUCTION†				
Starts	December	15,095	−20.8	+72.3
Completions	December	12,777	− 9.2	+30.9
Under construction	December	106,834	+ 2.2	+29.3

*Estimates of the labour force, the employed and the unemployed, are from *The Labour Force*, a monthly publication of the Dominion Bureau o Statistics, which in addition contains the characteristics of the labour force, together with definitions and explanatory notes.

†Centres of 10,000 population or more.

Tables

to A-3—Labour Force

—Labour Income

to C-7—Employment, Hours and Earnings

E-1 to E-4—Unemployment Insurance

F-1 and F-2—Prices

G-1 to G-4—Strikes and Lockouts

A—Labour Force

BLE A-1—Regional Distribution, Week Ended January 18, 1969

	Canada	*Atlantic*	*Quebec*	*Ontario*	*Prairies*	*British Columbia*
			(in thousands)			
LABOUR FORCE	7,891	626	2,221	2,947	1,309	788
Men	5,393	433	1,548	1,983	892	537
Women	2,498	193	673	964	417	251
14-19 years	724	60	206	245	140	73
20-24 years	1,167	119	378	383	185	102
25-44 years	3,409	238	984	1,314	527	346
45-64 years	2,381	193	600	919	417	252
65 years and over	210	16	53	86	40	15
PLOYED	7,424	563	2,034	2,836	1,256	735
Men	5,025	378	1,396	1,904	849	498
Women	2,399	185	638	932	407	237
Agriculture	451	22	90	123	201	15
Non-agriculture	6,973	541	1,944	2,713	1,055	720
Paid workers	6,452	493	1,787	2,537	973	662
Men	4,238	325	1,202	1,666	605	440
Women	2,214	168	585	871	368	222
MPLOYED	467	63	187	111	53	53
Men	368	55	152	79	43	39
Women	99	*	35	32	10	14
SONS NOT IN LABOUR FORCE	6,579	723	1,936	2,215	1,042	663
Men	1,780	235	503	564	294	184
Women	4,799	488	1,433	1,651	748	479

than 10,000. SOURCE: Labour Force Survey, DBS.

TABLE A-2—Age, Sex and Marital Status, Week Ended January 18, 1969

	Total	14-19 Years All Persons	20-64 years Men Married	20-64 years Men Other	20-64 years Women Married	20-64 years Women Other	65 Years and Over All Persons
			(in thousands)				
POPULATION 14 YEARS OF AGE AND OVER*	14,470	2,399	4,116	1,131	4,220	1,083	1,521
LABOUR FORCE	7,891	724	3,919	907	1,380	751	210
Employed	7,424	632	3,726	808	1,336	726	196
Unemployed	467	92	193	99	44	25	14
NOT IN LABOUR FORCE	6,579	1,675	197	224	2,840	332	1,311
PARTICIPATION RATE†							
1969—January 18	54.5	30.2	95.2	80.2	32.7	69.3	13.8
1968—December 14	55.0	32.1	95.3	80.1	32.9	69.8	14.6
UNEMPLOYMENT RATE‡							
1969—January 18	5.9	12.7	4.9	10.9	3.2	3.3	6.7
1968—December 14	4.7	9.1	3.9	9.0	2.4	3.1	5.9

*Excludes inmates of institutions, members of the armed forces, Indians living on reserves and residents of the Yukon and Northwest Territories.
†The labour force as a percentage of the population 14 years of age and over.
‡The unemployed as a percentage of the labour force.
SOURCE: Labour Force Survey, DBS.

TABLE A-3—Unemployed, Week Ended January 18, 1969

	January 1969	December 1968	January 1968
		(in thousands)	
TOTAL UNEMPLOYED	467	373	464
On temporary layoff up to 30 days	38	30	47
Without work and seeking work	429	343	417
Seeking			
Full-time work	408	320	400
Part-time work	21	23	17
Under 1 month	124	110	134
1-3 months	185	142	195
4-6 months	58	47	51
More than 6 months	62	44	37

SOURCE: Labour Force Survey, DBS.

B—Labour Income

BLE B-1—Estimates of Labour Income, by Industry

Year and Month	Monthly Totals									
	Mining	*Manufacturing*	*Transportation, Storage and Communication‡*	*Forestry*	*Construction*	*Public Utilities*	*Trade*	*Finance, Services (including Government)*	*Supplementary Labour Income*	*Totals* **
	(millions of dollars)									
—Total	737	8,090	2,513	410	2,448	486	4,125	9,056	1,536	29,661
—Total	813	8,580	2,815	431	2,546	562	4,527	10,198	1,648	32,385
—November	69.4	733.7	240.7	41.3	221.1	50.4	398.3	884.6	134.5	2,792.4
December	69.3	718.9	230.8	30.6	177.6	49.9	404.8	885.3	126.0	2,708.8
—January	70.8	722.2	243.3	29.3	181.2	49.9	386.9	888.2	134.9	2,720.2
February	71.3	715.5	236.1	30.9	180.1	50.6	386.7	901.6	142.8	2,729.3
March	72.2	721.2	236.9	29.0	184.9	51.4	391.3	909.2	146.5	2,756.9
April	70.5	744.7	241.7	25.7	198.9	51.6	398.9	920.2	151.2	2,821.7
May	72.6	757.5	247.9	34.8	218.0	52.8	407.0	940.6	152.2	2,907.3
June	74.2	766.5	252.6	40.6	228.8	53.2	414.8	963.7	154.2	2,976.5
July	74.4	754.9	249.1	40.6	240.9	54.0	412.6	962.3	162.3	2,986.4
August	74.4	777.2	258.4	42.2	247.9	54.3	414.8	966.7	154.1	3,025.5
September*	73.6	799.8	266.1	41.7	251.7	54.5	422.8	980.3	165.8	3,087.1
October†	74.5	799.1	264.6	40.8	243.2	54.2	430.4	981.4	151.7	3,064.2
November†	75.2	799.7	265.8	40.0	230.1	54.2	440.1	990.9	148.9	3,063.9
	Seasonally Adjusted									
—Total	737	8,090	2,513	410	2,448	486	4,125	9,056	1,536	29,661
—Total	813	8,581	2,815	431	2,546	562	4,527	10,198	1,648	32,385
—November	69.3	727.6	239.1	36.0	209.3	50.3	388.0	883.5	141.9	2,767.3
December	69.5	731.3	236.6	33.0	204.2	50.3	391.2	889.8	140.1	2,768.3
—January	70.8	739.2	242.3	33.7	209.1	50.7	394.7	898.3	142.3	2,803.0
February	71.0	727.9	249.9	33.8	211.8	51.7	397.0	907.8	143.1	2,809.5
March	71.7	730.4	247.4	34.9	212.8	52.9	399.6	915.8	143.5	2,831.6
April	73.0	752.7	246.3	34.2	215.3	52.6	403.0	927.9	145.6	2,873.4
May	72.9	756.9	247.4	37.8	217.8	53.6	408.0	942.0	147.5	2,907.6
June	72.3	754.5	246.8	39.1	215.2	52.6	408.7	949.5	147.6	2,908.7
July	73.9	755.5	239.7	35.2	214.8	52.7	412.3	953.7	152.8	2,913.6
August	73.4	764.0	251.1	36.9	216.4	52.4	418.4	960.9	154.2	2,950.3
September*	74.1	782.4	258.5	34.6	222.1	53.5	421.9	968.8	155.8	2,994.9
October†	75.1	785.3	261.2	34.6	215.8	53.8	427.0	972.2	156.6	3,004.8
November†	75.3	791.8	267.0	35.6	220.7	53.9	428.5	988.7	158.6	3,043.2

ised. †Preliminary.

udes post office wages and salaries. **Figures in this column are for total labour income, Canada, but are not totals of the figures in the ining columns of this table, which do not show labour income in Agriculture, Fishing and Trapping.

E: Monthly figures may not add to annual totals because of rounding.

CE: *Estimates of Labour Income*, DBS.

C—Employment, Hours and Earnings

Tables C-1, C-2 and C-4 are based on reports from employers having 20 or more employees in any month of the year; at October 1968, employers in the principal non-agricultural industries reported a total employment of 3,715,778. Table C-3 gives estimates of total employment, by industry divisions, for the provinces and Canada, derived from the survey of establishments employing 20 or more persons and from a sample survey of establishments employing less than 2 persons. Tables C-5 to C-7 are based on reports from a some what smaller number of firms than Tables C-1, C-2 and C-4 They relate only to wage earners for whom statistics of hour of work are also available, whereas Tables C-1, C-2 and C- relates to salaried employees as well as to all wage earners i the reporting firms.

TABLE C-1—Employment, Payrolls and Weekly Wages and Salaries

Year and Month	*Industrial Composite‡*			*Manufacturing*		
	Index Numbers (1961 = 100)			*Index Numbers (1961 = 100)*		
	Employment	*Average Weekly Wages and Salaries*	*Average Weekly Wages and Salaries*	*Employment*	*Average Weekly Wages and Salaries*	*Average Weekly Wages and Salaries*
			$			$
Average						
1963	104.4	106.4	83.27	106.1	106.6	86.90
1964	108.2	110.6	86.51	111.1	110.9	90.42
1965†	114.3	116.3	91.01	117.2	116.2	94.78
1966†	120.7	123.1	96.30	123.5	122.8	100.13
1967†	122.6	131.4	102.79	123.2	130.6	106.53
1967—October	124.8	134.3	105.10	123.3	134.1	109.32
November	124.3	134.5	105.26	123.2	134.5	109.71
December	120.5	131.1	102.49	119.8	132.1	107.83
1968—January	118.6	135.6	106.10	119.8	135.3	110.30
February	117.1	137.0	107.17	117.8	136.5	111.31
March	118.0	137.5	107.57	119.4	136.7	111.48
April	119.3	139.3	108.97	120.2	140.2	114.33
May	122.7	139.8	109.39	122.0	140.2	114.35
June	124.6	140.5	109.92	123.3	140.1	114.23
July	124.0	140.5	109.93	121.8	138.8	113.20
August	126.9	141.8	110.92	125.3	140.4	114.48
September*	126.7	143.8	112.48	125.7	143.6	117.08
October†	125.9	144.2	112.83	124.6	144.7	118.01

*Revised. †Preliminary.

‡Includes: Forestry; mining (including milling); manufacturing; construction; transportation, communication, and other utilities; trade; finance, in surance and real estate; service (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

SOURCE: *Employment and Average Weekly Wages and Salaries* (DBS Cat. No. 72-002).

BLE C-2—Area Summary of Employment and Average Weekly Wages and Salaries

Areas	*Employment Index Numbers**			*Average Weekly Wages and Salaries*		
	Oct. 1968	*Sept. 1968*	*Oct. 1967*	*Oct. 1968*	*Sept. 1968*	*Oct. 1967*
	(1961 = 100)			$	$	$
GION AND PROVINCE						
antic Region	121.3	122.5	121.8	90.97	91.45	86.13
Newfoundland	128.1	126.3	130.0	99.29	101.26	93.22
Prince Edward Island	147.4	150.4	136.6	68.72	69.40	70.17
Nova Scotia	116.7	118.2	116.7	89.90	89.68	82.97
New Brunswick	119.9	122.8	121.3	88.96	89.43	86.59
bec	120.8	121.8	122.5	110.55	110.21	103.87
ario	129.5	129.7	126.3	117.24	116.71	108.23
rie Region	124.6	125.9	123.9	106.34	105.99	99.04
Manitoba	119.0	119.6	118.0	102.82	102.23	94.65
Saskatchewan	121.9	124.2	125.0	105.62	104.16	97.37
Alberta	130.4	131.9	128.4	109.34	109.60	103.15
ish Columbia	131.8	133.7	129.4	123.35	123.24	116.40
CANADA	125.9	126.7	124.8	112.83	112.48	105.10
BAN AREAS						
St. John's	145.2	144.3	150.2	88.85	88.57	82.39
Halifax	118.0	117.1	115.3	92.85	92.61	86.02
Sydney	101.9	102.9	102.0	97.38	97.19	95.17
Moncton	124.1	121.7	121.0	86.75	87.54	81.40
Saint John	111.5	111.6	109.5	91.33	91.61	88.77
Chicoutimi	109.5	108.7	109.6	127.46	126.70	122.07
Montreal	123.3	123.8	125.0	112.38	111.86	104.97
Quebec	118.9	118.8	117.2	94.67	94.66	89.66
Shawinigan	99.4	99.9	96.4	111.95	114.13	104.66
Sherbrooke	118.1	116.9	118.3	94.94	94.77	88.54
Trois-Rivières	112.2	113.5	116.2	103.78	103.93	97.61
Ottawa-Hull	133.1	131.9	125.5	105.35	104.56	97.96
Belleville	124.7	126.8	117.2	98.53	98.02	91.63
Brampton	267.7	264.7	257.5	115.91	115.79	106.20
Brantford	132.1	133.2	133.5	106.17	105.51	102.58
Fort William-Port Arthur	126.0	128.0	126.1	111.09	108.77	103.61
Guelph	138.5	139.6	137.5	107.23	106.26	97.51
Hamilton	119.2	122.4	120.7	120.62	118.77	111.03
Kingston	123.9	123.1	121.9	109.81	109.62	101.63
Kitchener	149.5	148.8	143.3	104.80	105.59	95.55
London	124.2	124.7	125.5	108.68	108.62	99.03
Niagara Falls	113.5	117.3	113.5	105.35	104.94	98.21
Oshawa	142.3	142.7	140.1	148.81	144.16	131.76
Peterborough	138.4	135.8	136.3	116.74	116.20	111.49
Sarnia	144.3	144.0	127.5	149.35	149.98	133.12
Sault Ste. Marie	121.3	122.3	119.2	127.17	124.81	121.86
Sudbury	118.5	118.0	110.4	138.84	138.02	127.67
St. Catharines	143.7	145.3	144.8	130.74	124.04	115.88
Timmins	74.0	74.0	81.3	99.39	101.51	94.77
Toronto	131.6	130.5	127.8	117.39	117.20	108.45
Welland	107.2	107.4	108.7	132.19	130.32	122.65
Windsor	158.6	157.7	146.8	136.75	140.98	121.07
Winnipeg	119.4	119.3	120.0	95.13	94.69	88.97
Regina	125.6	127.0	123.4	99.97	98.89	92.78
Saskatoon	150.5	153.0	151.1	102.29	100.66	93.98
Calgary	138.0	138.2	138.5	108.32	109.19	103.30
Edmonton	137.2	138.9	134.7	104.07	104.60	97.09
Vancouver	132.1	133.2	129.5	118.59	118.86	111.41
Victoria	122.8	123.1	125.8	103.09	105.15	98.07

st figures subject to revision.

CE: *Employment and Average Weekly Wages and Salaries* (DBS Cat. No. 72-002).

TABLE C-3—Estimates of Employees by Industry, Provinces and Canada

	Forestry	Mines, Quarries and Oil Wells	Manufacturing Non-durables	Manufacturing Durables	Construction	Transportation, Communication and Other Utilities	Trade	Finance, Insurance and Real Estate	Community, Business and Personal Services: Non commercial Sector†	Community, Business and Personal Services: Commercial Sector‡	Public Administration**	Total Specified Industries
						(in thousands)						
CANADA												
Oct. 1968*	71.7	120.5	869.5	804.0	401.2	655.1	1,007.4	284.2	925.3	630.3	280.4	6,049.7
Sept. 1968*	76.3	121.2	878.8	804.4	411.4	664.0	993.7	282.3	906.5	641.0	289.0	6,068.6
Oct. 1967	79.3	118.2	836.4	790.4	394.5	659.7	952.5	266.0	857.6	588.8	275.9	5,819.4
NEWFOUNDLAND												
Oct. 1968*	2.9	5.7	9.8	1.9	10.2	15.3	17.0	2.0	18.0	7.7	7.0	97.6
Sept. 1968*	2.6	5.8	10.3	2.1	10.7	13.9	16.7	2.0	18.1	8.3	7.1	97.7
Oct. 1967	3.7	5.5	9.9	2.6	11.6	16.2	16.6	1.8	16.7	6.7	6.5	97.7
PRINCE EDWARD ISLAND												
Oct. 1968*	—	—	2.6	0.6	2.3	3.3	4.2	0.6	4.7	1.8	1.6	21.6
Sept. 1968*	—	—	2.6	0.5	2.4	3.6	4.6	0.6	4.6	1.8	2.5	23.3
Oct. 1967	0.1	0.1	2.3	0.5	2.2	2.9	3.9	0.6	4.1	1.8	1.9	20.3
NOVA SCOTIA												
Oct. 1968*	2.8	7.0	19.0	14.6	15.1	21.0	32.0	6.7	30.9	14.2	17.9	181.2
Sept. 1968*	2.8	6.9	19.4	15.0	15.8	21.4	32.4	6.6	29.8	15.1	18.0	183.1
Oct. 1967	2.5	7.3	18.3	15.8	13.4	21.1	29.7	6.3	25.2	13.2	16.6	172.5
NEW BRUNSWICK												
Oct. 1968*	7.5	2.4	18.3	10.9	9.8	20.1	26.0	4.5	24.9	10.9	9.0	144.4
Sept. 1968*	9.2	2.6	18.9	10.9	10.1	20.4	25.1	4.5	24.3	10.5	9.5	146.0
Oct. 1967	9.1	2.7	17.6	10.7	11.4	21.8	23.5	4.2	23.2	10.5	8.6	143.4
QUEBEC												
Oct. 1968*	24.1	25.3	325.3	201.6	97.8	181.7	249.1	80.0	260.4	160.6	56.8	1,656.8
Sept. 1968*	25.6	25.7	327.5	201.1	96.6	185.3	245.0	79.2	255.5	163.4	57.3	1,662.3
Oct. 1967	29.1	26.3	312.9	196.9	93.2	182.6	239.4	74.1	241.9	163.2	62.2	1,621.8
ONTARIO												
Oct. 1968*	11.5	35.1	376.7	452.9	158.2	211.1	395.8	122.1	343.7	258.9	121.1	2,487.1
Sept. 1968*	11.3	35.5	380.2	452.2	159.9	212.3	388.9	122.2	336.9	261.2	126.0	2,486.6
Oct. 1967	12.6	34.4	363.7	443.8	147.0	213.9	374.0	117.1	314.6	230.3	113.4	2,364.8
MANITOBA												
Oct. 1968*	0.8	7.1	28.4	20.5	18.9	46.9	53.5	13.0	42.7	29.4	13.8	274.8
Sept. 1968*	0.9	6.9	28.3	20.4	18.9	47.5	53.3	12.9	42.6	30.2	14.2	276.0
Oct. 1967	0.9	6.5	27.3	20.0	17.9	46.7	53.2	12.2	42.0	28.4	13.8	268.9
SASKATCHEWAN												
Oct. 1968*	0.3	5.1	9.9	5.4	17.3	26.3	39.5	8.4	40.1	19.7	12.0	184.2
Sept. 1968*	0.4	5.1	10.3	5.6	17.2	27.2	39.7	8.2	39.0	20.0	12.1	184.9
Oct. 1967	0.2	5.3	9.8	5.8	18.0	27.3	38.4	8.2	38.6	17.9	13.3	182.6
ALBERTA												
Oct. 1968*	1.8	20.6	26.9	23.7	37.4	49.7	81.9	17.9	74.8	51.9	22.1	408.6
Sept. 1968*	2.1	20.4	26.8	23.6	39.5	50.9	80.7	17.8	73.4	53.2	23.0	411.5
Oct. 1967	1.7	18.6	26.3	25.4	40.1	49.7	75.7	15.9	69.5	47.0	21.2	391.2
BRITISH COLUMBIA												
Oct. 1968*	19.7	9.8	52.4	72.0	39.2	78.0	107.7	29.0	83.4	73.6	17.1	581.9
Sept. 1968*	21.3	9.8	54.3	72.9	39.1	79.6	106.5	28.3	80.7	75.6	17.1	585.2
Oct. 1967	19.3	9.6	48.4	69.0	39.2	76.2	77.7	25.6	77.4	68.7	16.3	547.5

*Preliminary. †Refers to employment in hospitals and education and related services. Welfare and religious organizations are excluded at present. ‡Includes health services (except hospitals); motion picture and recreational services; services to business management; personal services (except domestic service) and miscellaneous services.

**Excludes municipal government employees and provincial employees in British Columbia.

NOTE: Estimates may not add to totals due to rounding. Yukon and NWT included in Canada total only.

BASIS: 1960 Standard Industrial Classification.

SOURCE: *Estimates of Employees by Province and Industry* (DBS Cat. No. 72-008).

BLE C-4—Industry Summary of Employment and Average Weekly Wages and Salaries

Industries	Employment Index Numbers*			Average Weekly Wages and Salaries		
	Oct. 1968	Sept. 1968	Oct. 1967	Oct. 1968	Sept. 1968	Oct. 1967
		(1961 = 100)		$	$	$
NING, INCLUDING MILLING	110.0	110.5	108.6	142.80	141.13	132.52
Metals	102.2	102.9	103.3	143.71	141.87	131.76
Mineral fuels	102.6	102.2	103.6	147.94	148.17	139.86
Non-metals except fuels	121.4	124.0	117.4	133.97	130.98	123.21
Quarries and sand pits	112.9	116.0	120.6	122.78	123.16	113.82
Services incidental to mining	163.3	160.4	139.1	146.50	143.85	140.89
NUFACTURING	124.6	125.7	123.3	118.01	117.08	109.32
Durable goods	134.9	135.2	133.1	128.29	127.87	117.74
Non-durable goods	116.2	118.1	115.4	108.36	107.09	101.49
Food and beverages	113.3	121.2	113.9	101.77	100.24	95.40
Foods	113.1	122.2	113.8	98.57	96.98	92.37
Beverages	114.5	114.9	114.6	121.67	122.06	114.17
Tobacco processing and products	91.0	91.3	95.7	125.11	124.33	111.21
Rubber products	124.8	124.4	124.7	123.42	121.68	114.50
Leather products	100.5	101.7	98.5	76.71	77.33	71.66
Textile products	120.7	119.3	117.5	97.68	97.94	90.44
Knitting mills	118.3	117.4	110.3	74.61	72.74	69.67
Clothing	110.6	110.8	109.5	72.50	70.47	67.10
Wood products	111.9	112.9	104.2	106.99	106.54	98.72
Furniture and fixtures	132.4	131.0	131.1	97.80	98.10	89.91
Paper and allied industries	118.4	118.1	118.8	136.05	134.87	128.31
Printing, publishing and allied industries	114.7	114.2	114.8	123.19	122.16	114.53
Primary metal industries	126.1	127.1	122.2	142.22	138.93	130.94
Metal fabricating industries	133.9	133.9	134.8	123.24	124.29	114.32
Machinery, except electrical	139.5	143.0	145.5	131.97	133.32	123.45
Transportation equipment	154.4	154.0	149.7	146.17	145.52	129.97
Electrical products	145.9	144.7	145.8	119.53	119.60	111.01
Non-metallic mineral products	122.1	122.2	122.3	126.99	125.59	117.12
Petroleum and coal products	103.3	104.1	102.1	168.82	170.37	160.70
Chemicals and chemical products	118.3	118.0	119.2	132.98	131.42	123.67
Miscellaneous manufacturing industries	143.8	141.9	136.6	100.38	99.55	94.29
NSTRUCTION	130.9	133.9	132.6	143.51	145.05	134.74
Building	137.4	139.0	135.1	140.19	141.12	131.79
Engineering	119.8	124.9	128.5	150.07	152.59	140.13
NSPORTATION, COMMUNICATION AND THER UTILITIES	111.7	113.0	112.4	125.07	124.81	115.92
Transportation	108.7	110.1	109.9	123.29	123.35	114.80
Storage	112.7	113.5	117.6	111.87	111.81	100.74
Communication	117.6	118.3	117.6	121.11	119.98	110.95
DE	132.0	130.3	128.9	88.27	88.18	81.82
Wholesale trade	124.6	124.2	123.2	111.40	110.61	102.12
Retail trade	136.2	133.6	132.0	76.52	76.59	71.31
ANCE, INSURANCE AND REAL ESTATE	132.0	131.7	128.4	108.37	107.84	99.17
Financial institutions	135.1	135.0	130.8	106.45	105.56	96.63
Insurance and real estate	127.7	127.4	125.1	111.11	111.10	102.74
VICE	163.0	164.4	158.6	80.05	79.62	76.44
Recreational services	148.6	152.2	140.9	70.61	70.65	67.16
Business services	180.0	178.0	168.4	123.28	123.17	117.81
Personal services	150.9	153.3	145.9	59.32	58.67	55.86
Miscellaneous services	189.5	191.5	199.2	85.73	86.81	85.21
USTRIAL COMPOSITE	125.9	126.7	124.8	112.83	112.48	105.10

est figures subject to revision.

E: Information for other industries is given in *Employment and Average Weekly Wages and Salaries* (DBS Cat. No. 72-002).

TABLE C-5—Hours and Earnings, Hourly Rated Wage Earners, by Industry

Industry	Average Weekly Hours			Average Hourly Earnings			Average Weekly Wages		
	Oct. 1968	Sept. 1968	Oct. 1967	Oct. 1968	Sept. 1968	Oct. 1967	Oct. 1968	Sept. 1968	Oct. 1967
				$	$	$	$	$	$
MINING, INCLUDING MILLING	42.1	41.9	42.2	3.14	3.12	2.90	132.06	130.60	122.34
Metals	41.5	41.2	41.2	3.27	3.26	3.04	135.78	134.28	125.22
Mineral fuels	42.0	42.3	43.9	2.65	2.65	2.42	111.53	112.07	106.29
Non-metals, except fuels	43.2	43.0	43.2	2.95	2.91	2.73	127.45	125.23	117.83
Quarries and sand pits	48.7	48.4	49.3	2.46	2.48	2.28	119.84	120.19	112.54
Services incidental to mining	41.6	41.2	41.9	3.42	3.39	3.22	142.36	139.82	134.66
MANUFACTURING	40.9	41.0	40.8	2.64	2.62	2.45	108.16	107.43	99.88
Durable goods	41.8	41.8	41.4	2.86	2.86	2.64	119.60	119.56	109.35
Non-durable goods	40.0	40.1	40.1	2.42	2.38	2.26	96.78	97.39	90.61
Food and beverages	39.4	40.4	40.0	2.32	2.23	2.15	91.43	90.10	85.91
Foods	39.3	40.5	39.9	2.25	2.16	2.09	88.59	87.51	83.26
Beverages	40.0	39.9	40.7	2.86	2.83	2.62	114.28	112.94	106.68
Tobacco processing and products	37.0	37.4	36.8	3.06	3.06	2.74	113.18	114.28	100.85
Rubber products	42.6	42.1	42.4	2.73	2.71	2.56	116.08	114.01	108.38
Leather products	39.1	39.7	38.9	1.79	1.79	1.68	69.98	71.18	65.24
Textile products	41.8	42.0	41.8	2.08	2.08	1.91	86.77	87.29	79.77
Miscellaneous textiles	40.6	41.5	41.3	2.18	2.28	1.84	88.49	94.63	76.12
Knitting mills	41.5	40.5	41.2	1.59	1.58	1.50	66.14	63.99	61.85
Clothing	37.4	36.3	37.1	1.77	1.76	1.63	65.97	63.82	60.62
Wood products	40.4	40.4	40.4	2.52	2.52	2.33	102.06	101.71	94.15
Furniture and fixtures	43.0	42.8	42.6	2.12	2.13	1.96	90.94	91.07	83.45
Paper and allied industries	41.4	41.4	41.5	3.09	3.06	2.91	127.91	126.70	120.95
Pulp and paper mills	41.4	41.3	41.5	3.39	3.35	3.19	140.19	138.43	132.25
Printing, publishing and allied industries	38.7	38.5	38.6	3.14	3.12	2.90	121.48	120.39	111.71
Primary metal industries	41.5	40.6	40.7	3.23	3.21	3.00	134.17	130.51	122.37
Iron and steel mills	41.2	39.5	39.9	3.40	3.34	3.15	139.98	131.81	125.46
Metal fabricating industries	41.5	41.9	41.4	2.81	2.81	2.60	116.48	117.82	107.44
Machinery, except electrical	41.4	41.9	41.3	2.94	2.99	2.77	121.76	125.09	114.43
Transportation equipment	43.0	43.1	42.3	3.21	3.20	2.88	138.11	137.84	121.80
Aircraft and parts	42.1	42.5	41.8	3.06	3.06	2.87	128.81	130.10	120.09
Motor vehicles	43.9	43.9	42.8	3.36	3.35	2.97	147.67	147.32	127.27
Assembling	45.7	46.3	52.	3.63	3.66	3.20	165.75	169.55	144.84
Parts and accessories	42.5	41.8	40.9	3.18	3.11	2.83	134.91	130.11	116.03
Shipbuilding and repairing	39.6	40.0	41.1	3.07	3.03	2.80	121.65	121.19	115.23
Electrical products	40.7	41.0	40.5	2.54	2.55	2.39	102.31	104.62	96.85
Communications equipment	40.3	40.6	39.9	2.41	2.43	2.31	97.24	98.46	92.08
Non-metallic mineral products	43.9	43.9	43.7	2.77	2.75	2.55	121.55	120.53	111.40
Petroleum and coal products	42.0	43.3	42.6	3.65	3.66	3.47	153.31	158.56	147.99
Chemical and chemical products	41.1	40.8	41.0	2.85	2.83	2.64	117.03	115.51	108.25
Miscellaneous manufacturing industries	40.9	40.6	40.8	2.10	2.09	1.98	85.92	84.73	80.68
CONSTRUCTION	41.6	42.8	42.2	3.39	3.36	3.15	141.19	143.76	133.02
Building	39.5	40.4	40.3	3.48	3.45	3.23	137.80	139.35	130.03
General contractors	39.2	40.4	39.9	3.35	3.33	3.10	131.58	134.40	123.50
Special trade contractors	39.8	40.4	40.6	3.58	3.55	3.35	142.60	143.35	135.92
Engineering	45.6	47.6	45.6	3.22	3.20	3.03	146.98	152.31	138.41
Highways, bridges and streets	46.4	49.2	46.2	2.70	2.70	2.50	125.53	132.83	115.58
Other engineering	44.8	45.9	45.1	3.73	3.73	3.60	167.31	171.21	162.05
OTHER INDUSTRIES									
Urban transit	42.2	41.1	42.2	3.30	3.31	3.07	139.23	136.13	129.76
Highway and bridge maintenance	39.1	38.9	40.3	2.41	2.46	2.27	94.49	95.72	91.66
Laundries, cleaners and pressers	38.0	37.8	39.3	1.55	1.54	1.41	58.93	58.17	55.39
Hotels, restaurants and taverns	33.1	33.3	33.6	1.52	1.51	1.42	50.29	50.31	47.76

Latest figures subject to revision.

SOURCE: *Man-Hours and Hourly Earnings* (DBS Cat. No. 72-003).

LE C-6—Hours and Earnings, Hourly Rated Wage Earners in Manufacturing

Year and Month	Average Weekly Hours	Average Hourly Earnings	Average Weekly Wages	Index Numbers of Average Weekly Wages (1961 = 100)	
				Current Dollars	1961 Dollars
		$	$		
age					
1963	40.8	1.95	79.51	106.8	103.7
1964	41.0	2.02	82.96	111.4	106.3
1965†	41.0	2.12	86.89	116.7	108.0
1966†	40.8	2.25	91.95	123.1	110.2
1967†	40.3	2.40	96.84	130.1	112.4
Pay Period in					
—October	40.8	2.45	99.88	134.2	114.8
November	40.7	2.46	100.18	134.6	114.5
December	38.7	2.50	96.78	130.0	110.1
—January	40.0	2.49	99.52	133.7	113.1
February	40.4	2.49	100.53	135.0	113.2
March	40.1	2.51	100.63	135.2	113.2
April	40.7	2.56	104.28	140.1	117.4
May	40.6	2.57	104.42	140.3	117.1
June	40.4	2.57	103.94	139.7	116.0
July	40.0	2.56	102.23	137.4	113.8
August	40.4	2.59	104.63	140.5	116.1
September*	41.0	2.62	107.43	144.3	118.9
October †	40.9	2.64	108.16	145.3	119.2

ised. †Preliminary.
: The index of average weekly wages in 1961 dollars is computed by dividing the index of average weekly wages in current dollars by the Consumer Index. For a more complete statement of uses and limitations of the adjusted figures see *Man-Hours and Hourly Earnings*, DBS.
CE: *Man-Hours and Hourly Earnings* (DBS Cat. No. 72-003).

LE C-7—Hours and Earnings in Manufacturing, Hourly Rated Wage Earners, by Province

	Average Weekly Hours*			Average Hourly Earnings*		
	Oct. 1968	Sept. 1968	Oct. 1967	Oct. 1968	Sept. 1968	Oct. 1967
				$	$	$
oundland	39.4	42.5	42.7	2.17	2.05	2.12
Scotia	38.9	39.5	39.4	2.08	2.05	1.96
Brunswick	40.6	42.0	42.1	2.12	2.11	2.07
ec	41.7	41.7	41.4	2.37	2.35	2.21
rio	41.2	41.2	41.0	2.79	2.77	2.57
toba	39.8	39.8	39.8	2.37	2.35	2.20
atchewan	40.1	39.8	39.5	2.83	2.80	2.52
ta	39.2	39.1	39.8	2.70	2.69	2.50
h Columbia	37.9	37.5	37.4	3.28	3.25	3.10

ıdes shift differential, premium pay for overtime, pay for paid holidays, pay for paid sick leave if paid through payroll but not if paid under in-ce plan, incentive bonus but not annual bonus.
: Information on hours and earnings by cities obtainable from *Man-Hours and Hourly Earnings*, DBS.
t figures subject to revision.
CE: *Man-Hours and Hourly Earnings* (DBS Cat. No. 72-003).

E—Unemployment Insurance

Unemployment insurance statistics emanate from the operations of the Unemployment Insurance Act, and relate to persons in contact with the Unemployment Insurance Commission, either as contributors or claimants. The data are compiled in the Unemployment Insurance and Manpower Section, DBS, from information supplied by the UIC. The source for Tables E-1 to E-4 is *The Statistical Report on the Operation of the Unemployment Insurance Act* (DBS Cat. No. 73-001). For further information regarding the nature of the data see Technical Note, page 744, December 1968 issue.

TABLE E-1—Estimates of the Insured Population under the Unemployment Insurance Act

End of	*Total*	*Employed*	*Claimants*
1968—October	5,325,000	5,060,500	264,500
September	5,301,000	5,054,300	246,700
August	5,320,000	5,050,200	269,800
July	5,256,000	4,935,000	321,000
June*	5,262,000	4,970,900	291,100
May	4,727,000	4,405,600	321,400
April	4,859,000	4,284,000	575,000
March	4,894,000	4,237,100	656,900
February	4,864,000	4,204,500	659,500
January	4,881,000	4,247,700	633,300
1967—December	4,828,000	4,326,500	501,500
November	4,800,000	4,463,400	336,600
October	4,724,000	4,481,500	242,500

*Effective June 30, 1968, coverage was increased to include salaried workers earning up to $7,800 a year.

TABLE E-4—Benefit Payments, by Province, November 1968

Province	*Weeks Paid*	*Amount of Benefit Paid*
Newfoundland	24,058	661,309
Prince Edward Island	3,372	86,008
Nova Scotia	32,264	846,153
New Brunswick	28,485	773,192
Quebec	192,267	5,319,383
Ontario	268,978	7,465,939
Manitoba	33,703	896,967
Saskatchewan	22,658	613,220
Alberta	33,166	923,328
British Columbia	105,693	3,037,348
Total, Canada, November 1968	744,644	20,622,847
Total, Canada, October 1968	777,269	20,842,853
Total, Canada, November 1967	784,131	19,886,170

TABLE E-3—Initial and Renewal Claims for Benefit, by Province, November 1968

Province	*Claims Filed at Local Offices*			*Disposal of Claims and Claims Pending at the End of the Month*			
	Total	*Initial*	*Renewal*	*Total Disposal of*	*Entitled to Benefit*	*Not Entitled to Benefit*	*Pending*
Newfoundland	8,899	6,832	2,067	6,701	5,264	1,437	3,521
Prince Edward Island	1,507	1,242	265	858	607	251	744
Nova Scotia	8,153	6,233	1,920	6,576	4,872	1,704	2,727
New Brunswick	9,284	7,252	2,032	7,196	5,435	1,761	3,356
Quebec	56,072	39,210	16,862	48,613	34,617	13,996	20,890
Ontario	44,747	33,090	11,657	41,070	28,489	12,581	13,427
Manitoba	6,715	5,060	1,655	5,806	4,289	1,517	1,683
Saskatchewan	6,189	4,756	1,433	4,708	3,425	1,283	2,223
Alberta	8,174	6,045	2,129	7,698	5,125	2,573	2,060
British Columbia	21,104	14,966	6,138	19,980	12,332	6,648	6,011
Total, Canada, November 1968	170,844*	124,686	46,158	149,206†	105,455	43,751	56,642
Total, Canada, October 1968	117,469	80,392	37,077	109,763	70,850	38,913	35,004
Total, Canada, November 1967	193,533	141,335	52,198	153,072	110,572	42,500	79,289

*In addition, revised claims received numbered 30,333.

†In addition, 30,085 revised claims were disposed of. Of these, 2,568 were special requests not granted and 1,204 were appeals by claimants. There were 4,956 revised claims pending at the end of the month.

BLE E-2—Claimants Currently Reporting to Local Offices by Number of Weeks on Claim, Province and Sex, at November 29, 1968

Province and sex	Total Claimants	Number of Weeks on Claim (based on 20 per cent sample)				Total Claimants	
		1-4	5-13	14-26	27 or more*	October 31, 1968	November 30, 1967
NADA	341,604	181,549	78,541	47,628	33,886	264,518	336,627
Male	221,439	133,922	45,905	23,345	18,267	158,917	223,197
Female	120,165	47,627	32,636	24,283	15,619	105,601	113,430
FOUNDLAND	14,370	9,414	2,598	1,513	845	8,187	12,005
Male	11,889	8,417	1,999	967	506	6,217	9,875
Female	2,481	997	599	546	339	1,970	2,130
CE EDWARD ISLAND	2,265	1,585	339	215	126	1,024	1,623
Male	1,567	1,201	185	98	83	578	1,101
Female	698	384	154	117	43	446	522
A SCOTIA	15,103	7,726	3,581	2,003	1,793	11,061	13,516
Male	10,897	5,859	2,445	1,268	1,325	7,462	9,749
Female	4,206	1,867	1,136	735	468	3,599	3,767
BRUNSWICK	14,503	8,142	3,163	1,851	1,347	9,510	13,133
Male	9,811	5,573	2,193	1,138	907	6,427	9,390
Female	4,692	2,569	970	713	440	3,083	3,743
BEC	116,902	64,260	25,820	15,723	11,099	90,885	114,147
Male	81,302	49,582	16,969	8,438	6,313	59,533	79,739
Female	35,600	14,678	8,851	7,285	4,786	31,352	34,408
ARIO	97,779	46,935	23,516	15,821	11,507	82,847	101,608
Male	53,196	30,130	11,096	6,271	5,699	43,427	57,570
Female	44,583	16,805	12,420	9,550	5,808	39,420	44,038
ITOBA	12,674	6,942	2,732	1,666	1,334	9,321	13,796
Male	7,902	5,073	1,439	778	612	4,834	9,349
Female	4,772	1,869	1,293	888	722	4,487	4,447
ATCHEWAN	9,469	5,793	1,927	1,057	692	5,366	8,373
Male	6,605	4,722	1,094	473	316	2,882	5,909
Female	2,864	1,071	833	584	376	2,484	2,464
RTA	15,022	8,693	3,029	2,087	1,213	10,965	13,479
Male	9,553	6,817	1,400	789	547	5,805	9,009
Female	5,469	1,876	1,629	1,298	666	5,160	4,470
SH COLUMBIA	43,517	22,059	11,836	5,692	3,930	35,352	44,947
Male	28,717	16,548	7,085	3,125	1,959	21,752	31,506
Female	14,800	5,511	4,751	2,567	1,971	13,600	13,441

bulk of the cases in this group were on claim from 27-39 weeks.

F—Prices

TABLE F-1—Total and Main Components of the Consumer Price Index

	Total	*Food*	*Housing*	*Clothing*	*Trans-portation*	*Health and Personal Care*	*Recreation and Reading*	*Tobacco and Alcohol*
				(1961 = 100)				
1964—Year	104.8	106.8	103.9	106.0	101.0	108.9	103.9	103.4
1965—Year	107.4	109.6	105.8	107.9	104.8	113.0	105.6	105.1
1966—Year	111.4	116.6	108.7	112.0	107.3	116.5	108.6	107.6
1967—Year	115.4	118.1	113.4	117.6	111.8	122.5	114.1	110.4
1968—Year	120.1	122.0	118.6	121.1	114.7	127.4	119.7	120.4
1968—January	118.1	121.3	116.1	118.6	113.8	124.7	116.5	117.2
February	118.2	120.8	116.7	119.1	113.2	125.1	117.6	117.3
March	118.6	119.9	117.1	120.5	114.0	125.1	118.1	119.0
April	119.3	120.8	117.6	121.2	114.4	126.9	117.8	121.2
May	119.3	120.1	117.9	120.7	114.5	127.4	119.2	121.3
June	119.7	120.5	118.3	121.2	115.1	127.4	119.2	121.3
July	120.4	122.5	118.8	121.0	115.1	128.0	119.6	121.3
August	120.7	123.9	118.9	120.6	115.1	128.2	119.9	121.3
September	121.1	123.4	119.8	121.2	115.4	128.5	121.0	121.3
October	121.4	122.9	120.3	122.8	114.9	129.0	121.4	121.3
November	121.9	123.4	120.9	123.4	115.7	129.4	123.3	121.3
December	122.3	124.5	121.0	123.4	115.7	129.4	123.3	121.3
1969—January	122.6	125.1	121.9	121.5	116.3	129.5	124.2	121.3
				(1949 = 100)				
January	158.4*							

*For an interim period the all-items index only will be published on both the 1961 and the 1949 base.
NOTE: 1957 weighted. Calculated by the Prices Division, DBS.

TABLE F-2—Consumer Price Indexes for Regional Cities of Canada at the Beginning of January 1969

	All-Items									
	Jan. 1969	*Dec. 1968*	*Jan. 1968*	*Food*	*Housing*	*Clothing*	*Trans-portation*	*Health and Personal Care*	*Recrea-tion and Reading*	*Tobacco and Alcohol*
					(1961 = 100)					
St. John's, Nfld.	117.2	117.7	112.8	117.9	112.9	117.7	109.5	127.7	107.9	142.4
Halifax	115.8	115.9	112.3	123.3	109.6	119.9	106.0	130.8	120.5	113.0
Saint John	116.6	116.4	113.4	122.1	110.3	122.8	113.1	125.2	122.2	113.1
Montreal	120.1	120.0	116.9	125.5	112.2	118.7	116.7	124.8	136.1	124.9
Ottawa	120.3	120.2	116.3	125.4	112.1	122.3	117.4	131.9	125.9	125.1
Toronto	121.3	121.5	117.5	123.9	116.4	124.4	120.3	129.1	120.2	123.7
Winnipeg	120.4	120.3	116.9	123.5	111.1	127.8	116.9	136.8	123.1	128.1
Saskatoon-Regina	117.8	117.7	113.7	123.6	111.8	122.3	111.6	124.1	121.5	120.7
Edmonton-Calgary	119.1	118.9	114.7	122.9	113.2	123.6	115.8	131.7	123.9	114.3
Vancouver	116.8	116.8	113.9	121.7	111.5	121.2	114.7	125.7	115.5	112.4

NOTE: Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as between cities.

G—Strikes and Lockouts

atistical information on work stoppages in Canada is piled by the Economics and Research Branch of the da Department of Labour on the basis of reports from Canada Manpower Division, Department of Manpower Immigration. The first three tables in this section cover strikes and lockouts that amount to ten or more man-days. The number of workers includes all those workers reported on strike or locked out, whether or not they all belonged to the union directly involved in the disputes leading to the work stoppages. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included.

LE G-1—Strikes and Lockouts, 1963-69

Month or Year	*Strike and Lockouts Beginning During Month or Year*	*Strikes and Lockouts in Existence During Month or Year*			
		Strike and Lockouts	*Workers Involved*	*Duration in Man-Days*	
				Man-Days	*Per cent of Estimated Working Time*
	318	332	83,428	917,410	0.07
	327	343	100,535	1,580,550	0.11
	478	501	171,870	2,349,870	0.17
	582	617	411,459	5,178,170	0.34
	498	522	252,018	3,974,760	0.25
—January	24	56	19,758	207,390	0.16
February	42	76	49,069	590,840	0.46
March	37	83	41,296	682,180	0.53
April	42	86	41,751	324,790	0.25
May	64	116	30,993	410,710	0.30
June	75	152	46,215	544,310	0.42
July	36	137	62,069	867,810	0.59
August	57	146	59,956	635,340	0.43
September	42	124	30,065	346,140	0.27
October	26	91	20,047	313,990	0.22
November	19	70	14,563	221,540	0.16
December	17	58	13,196	104,980	0.08
—January	33	64	10,048	125,680	0.09

minary

LE G-2—Strikes and Lockouts, January 1969, by Industry (Preliminary)

Industry	*Strikes and Lockouts*	*Workers Involved*	*Man-Days*
ry	1	28	200
	4	772	5,670
facturing	31	5,563	94,200
ruction	10	2,732	15,290
portation and utilities	4	279	1,550
	9	506	6,100
ce	—	—	—
e	3	85	1,860
administration	2	83	810
LL INDUSTRIES	64	10,048	125,680

TABLE G-3—Strikes and Lockouts, January 1969 by Jurisdiction (Preliminary)

Jurisdiction	*Strikes and Lockouts*	*Workers Involved*	*Man-Days*
Newfoundland	—	—	—
Prince Edward Island	—	—	—
Nova Scotia	7	2,002	5,910
New Brunswick	1	89	1,930
Quebec	9	1,904	28,410
Ontario	34	4,700	77,080
Manitoba	—	—	—
Saskatchewan	1	520	2,080
Alberta	4	154	3,420
British Columbia	8	679	6,850
Federal	—	—	—
ALL JURISDICTIONS	64	10,048	125,680

TABLE G-4—Strikes and Lockouts Involving 100 or More Workers, January 1969 (Preliminary)

Industry, Employer — *Location*	*Union*	*Workers Involved*	*Duration in Man-Days* — *January*	— *Accumulated*	*Starting Date* — *Termination Date*	*Major Issues* — *Results*
MINES						
Metal						
Griffith Mine, Bruce Lake, Ont.	Steelworkers Loc. 7020 (AFL-CIO/CLC)	240	1,680	1,680	Jan. 16 Jan. 27	Alleged grievances—Return of workers.
Incidental Services						
Halifax Shipyards, Halifax, N.S.	Marine Workers Loc. 101 (CLC)	350	530	530	Jan. 9 Jan. 13	Alleged unsafe working conditio —Return of workers pending i vestigation.
MANUFACTURING						
Food and Beverages						
Essex Packers Ltd., Windsor, Ont.	Teamsters Loc. 880 (Ind.)	116	2,550	4,640	Dec. 4 —	Wages—
Nova Scotia Co-Operative Abattoir Ltd., Halifax, N.S.	Teamsters Loc. 927 (Ind.)	100	2,200	2,400	Dec. 30 —	Wages, working conditions—
Rubber						
Mansfield Denman General, Barrie, Ont.	Rubber Workers Loc. 536 (AFL-CIO/CLC)	330	7,260	30,030	Sept. 23 —	Wages—
Chicago Rawhide, Brantford, Ont.	Auto Workers Loc. 397 (CLC)	129	2,840	7,360	Nov. 9 —	Wages, hours—
Wood						
Crestbrook Forest Industries Limited, Fort MacLeod, Alta.	Woodworkers Loc. 1-206 (AFL-CIO/CLC)	105	2,310	3,360	Dec. 17 —	Wages, fringe benefits, holiday
MacMillan Bloedel Ltd., Port Alberni, B.C.	Woodworkers Loc. 1-85 (AFL-CIO/CLC)	100	700	700	Jan. 3 Jan. 13	Alleged dispute over piece-w quotas—Return of workers wh employer reinstated suspende employees.
Paper						
Domtar Pulp & Kraft Paper Ltd., Windsor and East Angus, Que.	Pulp and Paper Workers' Federation (CNTU)	1,246	18,690	161,980	July 18 Jan. 23	Wages—Wage increase, other i proved benefits.
Crestbrook Pulp and Paper Ltd., Skookumchuk, B.C.	Pulp and Paper Workers (Ind.)	160	1,600	1,600	Jan. 18 —	Wages, other benefits—
Metal Fabricating						
Nicholson File Co. of Canada, Ltd., Port Hope, Ont.	Steelworkers Loc. 6497 (AFL-CIO/CLC)	237	2,840	2,840	Jan. 16 —	Wages, contract language—
Machinery						
Dorr-Oliver-Long Ltd., Orillia, Ont.	Steelworkers Loc. 4697 (AFL-CIO/CLC)	340	3,740	3,740	Jan. 17 —	Wages, hours, statutory holid revision of the classification system—

TABLE G-4—Strikes and Lockouts Involving 100 or More Workers, January 1969 (Preliminary) (Continued)

Industry, Employer — Location	Union	Workers Involved	Duration in Man-Days: January	Duration in Man-Days: Accumulated	Starting Date — Termination Date	Major Issues — Results
Transportation Equipment						
Glendale Mobile Homes Ltd., Strathroy, Ont.	Machinists Loc. 1703 (AFL-CIO/CLC)	213	4,690	7,250	Dec. 12 —	Wages—
Fleet Mfg. Ltd., Fort Erie, Ont.,	Machinists Loc. 171 (AFL-CIO/CLC)	545	9,270	9,270	Jan. 5 Jan. 29	Wages, fringe benefits—Wage increase over a 33 month contract.
Electrical Products						
Proctor-Silex Ltd., Picton, Ont.	I.U.E. Loc. 585 (AFL-CIO/CLC)	103	2,270	14,220	July 17 —	Wages, hours—
Robbins and Myers, Brantford, Ont.	Auto Workers Loc. 397 (CLC)	188	4,140	10,720	Nov. 11 —	Wages, hours—
Non-Metallic Mineral Products						
Canadian Ohio Brass, Niagara Falls, Ont.	Chemical Workers Loc. 345 (AFL-CIO/CLC)	237	4,500	9,480	Nov. 29 Jan. 29	Wages, fringe benefits—Wage increase, other benefits.
Chemical Products						
Cyanamid of Canada Ltd., Niagara Falls, Ont.	Chemical Workers Loc. 165 (AFL-CIO/CLC)	500	10,000	10,000	Jan. 6 —	Wages—
Miscellaneous Manufacturing						
North American Plastics Ltd., Wallaceburg, Ont.	Auto Workers Loc. 251 (CLC)	295	6,490	52,620	May. 17 —	Wages, union security, grievance procedure—
CONSTRUCTION						
Several plumbing contractors, Various locations Northwestern Ontario	Plumbers Loc. 508 (AFL-CIO/CLC)	200	4,400	28,400	July 15 —	Wages, other benefits—
Modern Paving, St. Lambert de Lévis, Que.	Building and Woodworkers' Federation (CNTU)	110	2,420	14,960	July 19 —	Security of employment—
Amalgamated Construction Association, Various Locations, British Columbia	Teamsters Loc. 213 (Ind.)	300	2,400	2,400	Jan. 13 Jan. 23	Wages, hours—98¢-$1.05 an hr. increase over two years, work week reduced to 37½ hrs. from 40 hrs., other benefit.
Lummus Co. (Canada) Ltd., Point Tupper, N.S.	Various unions	710	1,180	1,180	Jan. 17 Jan. 20	Jurisdictional dispute between unions—Return of workers.
Fischback & Moore, Noranda Mine Site Colonsay, Sask.	Various unions	520	2,080	2,080	Jan. 21 Jan. 27	Alleged grievance—Court injunction issued.
Lummus Co. (Canada) Ltd., Point Tupper, N.S.	Various unions	737	1,840	1,840	Jan. 24 Jan. 29	Jurisdictional dispute between unions—Return of workers when court order issued.

TABLE G-4—Strikes and Lockouts Involving 100 or More Workers, January 1969 (Preliminary) (Concluded)

Industry, Employer — Location	*Union*	*Workers Involved*	*Duration in Man-Days*		*Starting Date — Termination Date*	*Major Issues — Results*
			January	*Accumulated*		
TRANSPORTATION AND UTILITIES						
Transportation						
Chambly Transport Inc. Montreal and area, Que.	Railway Transport, and General Workers Locs. 511-513 (CLC)	120	1,200	10,630	Sept. 13 Jan. 15	Wages—50¢ an hr. increase, $100 bonus pay, 6 paid statutory holidays.
Power, Gas and Water						
Ontario Hydro, Windsor, Ont.	Canadian Operating Engineers Loc. 102 (Ind.)	120	240	240	Jan. 16 Jan. 20	Suspension of one worker—Return of workers.
TRADE						
Metro Toronto News Ltd., Scarborough, Ont.	Teamsters Loc. 419 (Ind.)	160	2,080	2,080	Jan. 15 —	Disagreement over new contract—
Various wholesale fruit dealers, Various locations, Montreal, Que.	Teamsters Loc. 931 (Ind.)	150	230	230	Jan. 21 Jan. 22	Wages—Return of workers.

Canada Department of Labour Publications

(Continued from inside front cover)

Legislation Branch

Labour Standards in Canada. Sets out standards in effect under federal and provincial labour laws regarding child labour, minimum wages, equal pay for equal work, hours of work, weekly restday, annual vacations with pay, public holidays, fair employment practices, notice of termination of employment, maternity protection (new section), and workmen's compensation. (English or French). Price 75 cents, Cat. No. L2-7/*1967.*

Workmen's Compensation in Canada 1967—A Comparison of Provincial Laws, December 1967. (English or French). Price $1.25, Cat. No. L2-6/1968.

Labour Legislation of the Past Decade. A review of developments in Canadian labour legislation in 1951-1960 period. (English). Price 55 cents, Cat. No. L14-2061.

Occasional Papers

1. *Impact and Implications of Office Automation,* by J. C. McDonald, 1964. Price 50 cents, Cat. No. L2-26/1.

2. *Changes in the Occupational Composition of the Canadian Labour Force,* by Noah M. Meltz, 1931-1961. 1965. Price $2.00, Cat. No. L2-26/2.

3. *Wage Determination in Canada,* by George Saunders, 1965. Price 50 cents, Cat. No. L2-26/3.

4. *Studies in the Economics of Education,* by Bruce W. Wilkinson, 1966. Price $2.50, Cat. No. L2-26/4.

5. *Determination of the Appropriate Bargaining Unit by Labour Relations Boards in Canada,* by Edward E. Herman, 1966. Price $3.50, Cat. No. L2-26/5.

Women's Bureau

Women at Work in Canada. A fact book on the female labour force of 1964. A report on women in the working force, their characteristics, occupations and earnings, legislation affecting women workers and conditions of work. (English or French). Price 60 cents, Cat. No. L38-664.

Married Women Working for Pay in Eight Canadian Cities. A report of a survey of a scientifically selected sample of married women working for pay in eight Canadian cities, regarding the kinds of jobs held, education and vocational training, reasons for working, earnings and home situations. (English or French). Price 35 cents, Cat. No. L38-258.

Occupational Histories of Married Women Working for Pay in Eight Canadian Cities. A companion report on the place of gainful work in the lives of individual women, compiled from the results of the same survey. (English or French). Price 35 cents, Cat. No. L38-1060.

Equal Pay for Equal Work. The growth of the idea in Canada. A review of the equal pay laws enacted by the federal Parliament and eight provincial legislatures and the challenge they present to women. (English). Price 25 cents, Cat. No. L38-859.

Maternity Protection for Women Workers in Canada. A description of a survey of maternity leave in business and industry, dealing with provisions in collective agreements and policies resulting from unilateral management decisions. 1967. Price 35 cents, Cat. No. L38-2467.

If I Go to University. Describes some of the factors to be considered in career decision. Price 25 cents, Cat. No. L38-2266.

Changing Patterns in Women's Employment. Report of a consultation held March 18, 1966. Price 35 cents, Cat. No. L38-2366.

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